

# Copper Country Intermediate School District

809 HECLA STREET, HANCOCK, MI 49930

Service Center: (906) 482-4250 ~ Learning Center: (906) 482-7260  
[www.copperisd.org](http://www.copperisd.org)

## MEMO

**TO:** Employees, Parents, Students and Other Interested Parties  
**FROM:** James D. Rautiola., Superintendent  
**RE:** **EQUAL OPPORTUNITY COMMITMENT**

The Copper Country Intermediate School District hereby gives notice of our commitment to comply with the following acts:

- Title II, Title VI, Title VII, the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1975
- Title IX of the Education Amendments of 1972
- Section 503 and Section 504 of the Rehabilitation Act of 1973
- Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974
- Title II of the Genetic Information Nondiscrimination Act of 2009
- Title II of the Americans with Disabilities Act

The Copper Country ISD Board has adopted the following policy to assure all individuals of our compliance to the above Acts:

The Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes") in its programs and activities, including employment opportunities.

The Board of Education hereby appoints the following individuals as its Equal Employment Opportunity Compliance Officers for the above-named titles and sections. They are charged to develop an Affirmative Action Program for the school district and to establish procedures necessary for effective, uniform and judicious enforcement of equal employment opportunity standards.

**JAMES D. RAUTIOLA SUPERINTENDENT**  
**KRISTINA PENFOLD, DIRECTOR OF SPECIAL EDUCATION**  
**COPPER COUNTRY INTERMEDIATE SCHOOL DISTRICT**  
**809 HECLA STREET**  
**HANCOCK, MI 49930-1212**  
**Telephone: (906) 482-4250; Fax (906) 487-5915**

The Compliance Officer, or his or her designee, shall make available to all participants, beneficiaries and other interested persons, information regarding the provisions of the above-named titles and sections, and their application to the district program.