

Non-Discrimination

Fife School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal by a person with a disability and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

Title IX Coordinator, Ben Ramirez, Assistant Superintendent

bramirez@fifeschools.com.

Section 504/ADA Coordinator, Nancy Fitta, Director of Special Programs

nfitta@fifeschools.com

Fife Public Schools

5802 20th St. E.

Tacoma, WA 98424

[253.517.1000](tel:253.517.1000).

For more information see our website for the following policies and procedures: [3205](#), [3205P](#), [3207](#), [3207P](#), [3210](#), [3210P](#), [5010](#), [5010P](#), [5011](#) and [5011P](#).

Employment

Fife School District No. 417 complies with all federal rules and regulations and shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training.

Effective Communication

In compliance with federal and state law, all District-sponsored programs, activities, meetings, and services will be accessible to individuals with disabilities, including persons with hearing, vision, and/or speech disabilities. When communicating in this context with students, families, applicants, participants, members of the public, and their companions with disabilities, the District will take appropriate steps to ensure that any communications are as effective as communications with persons who have no disabilities. Such steps will include furnishing in a timely manner appropriate auxiliary aids and services when necessary to afford an individual with a disability an equal opportunity to participate in, and enjoy the benefits of, programs, activities, meetings, or services conducted or sponsored by the District.

In order to arrange for auxiliary aids and services at a district-sponsored program or activities, please contact either Ben Ramirez at bramirez@fifeschools.com or Nancy Fitta at nfitta@fifeschools.com with the following information:

- Name of Requester
- Name of individual needing auxiliary or service
- Contact information
- Description of auxiliary aid or service requesting
- Program or event and location
- Dates and times of program or event

The District or school will honor the choice of the person with a disability unless:

1. the District or school can prove that an alternative auxiliary aid or service provides communication that is equally as effective as communication provided to a student without a disability; or
2. the District determines that such aid or service would result in a fundamental alteration in the nature of the service, program, or activity, or would result in an undue financial and administrative burden to the District.