

**2026-27 PUBLIC NOTICE OF NON-DISCRIMINATION**  
**SECTION 504, TITLE VI, TITLE VII, and TITLE IX DISCRIMINATION**  
**POLICIES AND GRIEVANCE PROCEDURE**

Destinations Career Academy of Oregon hereby advises students, parents, employees, and the general public it does not discriminate on the basis of disability (Section 504), race, color, or national origin (Title VI and Title VII), sex, and/or age (Title VI, Title VII, and Title IX), and offers employment, applicants for employment, and equal access educational opportunities without regard to sex, race, color, national origin, disability, or age. Grievance procedures are available to interested persons and inquiries regarding non-discrimination policies may be directed below:

**1. SECTION 504 COORDINATOR (Disability Discrimination)**

**Jeanie Kalotay**

603 NW 3rd Street, Prineville, OR 97754

Telephone: (458) 292-5978

Email: [jkalotay@onlineoregon.org](mailto:jkalotay@onlineoregon.org)

\* Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481

**2. TITLE IX COORDINATOR (Sexual Discrimination)**

**Dhee-Ghee Palmer**

603 NW 3rd Street, Prineville, OR 97754

Telephone: (458) 292-5899

Email: [dpalmer@onlineoregon.org](mailto:dpalmer@onlineoregon.org)

\* Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481

**SECTION 504 OF THE REHABILITATION ACT**

Destinations Career Academy of Oregon does not discriminate on the basis of handicap conditions in admission or access to its programs and activities. No person shall be denied employment because of any physical, mental, or medical impairment, which is related to the person's ability to engage in the activities involved in the job for which application has been made.

**TITLE VI (SECTION 601) OF THE CIVIL RIGHTS ACT OF 1964**

As required by Title VI of the Civil Rights Act of 1964, Destinations Career Academy of Oregon does not discriminate on the basis of sex, race, color, or national origin.

**TITLE VII OF THE CIVIL RIGHTS ACT OF 1964**

Title VII prohibits employment discrimination on the basis of color, national origin, and sex; therefore, sexual harassment is job discrimination. As required by Title VII of the Civil Rights Act of 1964, Destinations Career Academy of Oregon does not discriminate on the basis of sex, race, color, or national origin.

**TITLE IX OF THE EDUCATION AMENDMENTS OF 1972**

Destinations Career Academy of Oregon is committed to providing an environment that is free from all forms of sex discrimination, which includes sex discrimination, sexual harassment (including sexual violence), as regulated by Title IX, and to ensuring the accessibility of appropriate grievance procedures for addressing all complaints regarding all forms of sex discrimination and sexual harassment. Destinations Career Academy of Oregon reserves the authority to

independently deal with sex discrimination and sexual harassment whenever becoming aware of their potential existence, regardless of whether a complaint has been lodged in accordance with the grievance procedure. Destinations Career Academy of Oregon reserves the authority to address sex discrimination and sexual harassment even if the same, similar, or related circumstances are also being addressed under another policy, whether of Destinations Career Academy of Oregon or another entity. Furthermore, Destinations Career Academy of Oregon reserves the right to pursue sexual misconduct violations that fall outside of the scope of Title IX based on Destinations Career Academy of Oregon's judgment that the alleged actions are contrary to any part of its code of conduct or employee handbook.

Sex Discrimination and Sexual Harassment means conduct of a sexual nature that meets any of the following:

- Sex discrimination occurs when a person, because of their sex, is denied participation in or the benefits of any education program or activity that receives federal financial assistance.

**Sexual harassment** means conduct on the basis of sex that satisfies one or more of the following:

- 1) A school employee conditioning education benefits on participation in unwelcome sexual conduct (i.e., quid pro quo); or
- 2) Unwelcome conduct that a *reasonable person* would determine is so **severe, pervasive, and objectively offensive** that it effectively denies a person equal access to the school's education program or activity; or
- 3) Sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA). Sexual harassment can be verbal, nonverbal, or physical.

Any individual, who believes they may have experienced any form of sex discrimination or sexual harassment, or who believes that they have observed such actions taking place, may receive information and assistance regarding the School's policies and reporting procedures from any of the following:

**Title IX Coordinator:** **Dhee-Ghee Palmer**

603 NW 3rd Street, Prineville, OR 97754

Telephone: (458) 292-5899

Email: [dpalmer@onlineoregon.org](mailto:dpalmer@onlineoregon.org)

Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481.

Under federal law, any school receiving federal money is required to have a policy against sexual discrimination and notify employees, students, and parents of this policy. The following Destinations Career Academy of Oregon's policies can be found in the ORDCA Board Policy Manual at: <https://policy.osba.org/insight/index.asp>

[Grievance Procedure](#)

[Title IX Complaint Form](#)

[Title IX Regulations](#)

[Title IX Training](#)

[Webinar: Sexual Harassment in Oregon K-12 Schools, Part 1: The New Title IX Regulations](#)

[Webinar: Sexual Harassment in Oregon K-12 Schools, Part 2: Getting People, Policy, and Processes](#)

[Transgender Student Guidance](#)