



*We power independent schools.™*

### **MISBO Title IX Coordinators:**

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### **MISBO Non-Discrimination Policy**

MISBO is a 501(c) (3) organization that adheres to the policy of nondiscrimination in employment and opportunity because of race, color, sex, sexual orientation, gender identity, religion, age, ancestry, national or ethnic origin, marital status, disability, veteran or draft status. It is the policy of MISBO to:

- Ensure equal opportunity for all people without regard to race, color, sex, sexual orientation, gender identity, religion, age, ancestry, national or ethnic origin, marital status, disability, veteran or draft status;
- Comply with all the relevant and applicable provisions of the Americans with Disabilities Act (“ADA”). MISBO will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person’s physical or mental disability.
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense.