



# NOVATO UNIFIED SCHOOL DISTRICT

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*“Achievement for All – Our Call to Action”*

**KRIS COSCA**

Assistant Superintendent  
Human Resources

**JIM HOGEBOOM**

Superintendent

## **NON-DISCRIMINATION STATEMENT**

Novato Unified School District (NUSD) is committed to ensuring equal, fair, and meaningful access to employment and education services and operates in compliance with Title VI of the Civil Rights Act, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Age Discrimination Act of 1975.

NUSD does not discriminate in any of its policies, procedures, or practices relating to employment, education program, or educational activity on the basis and/or association with a person or group with one or more of these actual or perceived characteristics: age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, marital status, medical condition, national origin, political affiliation, pregnancy and related conditions, race, religion, retaliation, sex (including sexual harassment), sexual orientation, Vietnam Era Veterans' status, or any other basis prohibited by California state and federal non-discrimination laws respectively. Not all bases of discrimination will apply to both education services and employment.

The Assistant Superintendent of Human Resources oversees, leads, and directs NUSD's efforts to meet the legal obligations set forth in state and federal civil rights laws and regulations in NUSD employment and delivery of education services. Inquiries regarding non-discrimination and civil rights should be directed to Human Resources @ 415-493.4220 or [kcosca@nUSD.org](mailto:kcosca@nUSD.org).