

**STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804**

OFFICE OF TALENT MANAGEMENT

Annual Notice of Non-Discrimination and Anti-Harassment Statement

If you have difficulty understanding English, you have the right to receive language assistance at no cost to you. Please contact your school's principal for more information on language assistance.

The Hawai'i State Department of Education (Department) does not discriminate on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion under applicable state and federal laws, such as Title VI, Title VII, Title IX, or ADA/Section 504. This requirement extends to all of the Department's programs and activities, including employment and admissions as applicable.

For the Department high schools that offer Career and Technical Education (CTE) Programs of Study in the following CTE pathways: Cultural Arts, Media, and Entertainment; Business Management, Finance, and Marketing; Health Services; Information Technology and Digital Transformation; Building and Construction, Advanced Manufacturing; Energy; Architectural Design and Engineering Technology; Transportation Services; Agriculture, Food, and Natural Resources; Education; Hospitality, Tourism, and Recreation; and Law and Public Safety, there are no admission criteria for these programs of study. Department high schools will take steps to assure that the lack of English language skills will not be a barrier to admission and participation in CTE programs.

The Department does not tolerate acts of harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Any student who believes that he or she has been subjected to harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion is encouraged to report such harassment. Students and parents may report allegations of discrimination or harassment to the school's administrator or to the Department's Civil Rights Compliance Branch at the address listed below.

The Department is committed to conducting prompt investigations. Support, including counseling and educational resources, will be available to students who are harassed as well as to students found to have engaged in acts of harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Students found to have engaged in harassment may be disciplined up to and including suspension if circumstances warrant. Students, parents, and Department staff should work together to prevent harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion.

The Department will not tolerate retaliation for reporting discrimination and/or harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion, and will take steps to protect those who wish to report the discrimination or harassment.

The Department's non-discrimination policies and grievance procedures may be located at:
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Please direct inquiries regarding Department nondiscrimination policies and/or complaints of prohibited conduct to one of the following Civil Rights Compliance Branch specialists:

Civil Rights Compliance Branch Hawai'i State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 or relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Complex Area	Compliance Specialist	Telephone and Email
Farrington-Kaiser-Kalani	Alexis Mukaida	(808) 829-7182 alexis.mukaida@k12.hi.us
Kaimukī-McKinley-Roosevelt	Marie Neilson	(808) 892-6887 marie.neilson@k12.hi.us
‘Aiea-Moanalua-Radford	Christina Simpson	(808) 797-7685 christina.simpson@k12.hi.us
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Campbell-Kapolei	Nara Sitachitta	(808) 829-7168 nara.sitachitta@k12.hi.us
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Nānākuli-Wai‘anae	Lance Larsen	(808) 600-9481 lance.larsen@k12.hi.us
Castle-Kahuku	James Nichols	(808) 829-6981 james.h.nichols@k12.hi.us
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Honoka‘a-Kealakehe-Kohala-Konawaena	Chris Jungers	(808) 600-9613 christopher.jungers@k12.hi.us
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Kapa‘a-Kaua‘i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

Inquiries concerning discrimination and/or harassment may also be referred to the Office for Civil Rights, United States Department of Education.



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OPISINA SA PAGDUMALA UG TALENTO

Tinuig nga Pahibalo sa Kontra og Pagpihig ug Kontra sa Pagpanghasi nga Pahayag

Kung naglisud ka sa pagsabut sa Iningles, adunay ka katungod nga makadawat ug tabang sa pinulongan nga wala'y bayad kanimo. Palihog kontaka ang prinsipal sa imong eskwelahan para sa dugang impormasyon sa tabang sa pinulongan.

Ang Ang Departamento sa Edukasyon sa Estado sa Hawaii (Departamento) wala gapihig pinasukad sa rasa, kolor, nasudnong gigikanan, kagikan, sekso, pagkatawo sa sekso, ekspresyon sa sekso, oryentasyong seksuwal, edad, kapansanan, ug relihiyon ubos sa ikadapat nga mga balaod sa estado ug pederal, sama sa Titulo VI, Titulo VII, Titulo IX, o ADA/Seksyon 504. Kini nga kinahanglanon mosangkap sa tanan nga mga programa ug kalihokan sa Departamento, lakip ang pagpanarbaho ug mga admisyon kung mahimo.

Para sa mga high school sa Departamento nga nagtanyag sa Pang-trabaho ug Teknikal nga Edukasyon (CTE) nga mga Programa sa Pagtuon sa mosunod nga mga agianan sa CTE: Mga Sining sa Kultura, Media, ug Kalingawan; Pagdumala sa Negosyo, Pananalapi, ug Marketing, Mga Serbisyo sa Panglawas; Information Technology ug Digital Transformation; Pagtukod ug Pag-construct, Advanced nga Paggama; Kusog; Architectural Design ug Engineering Technology; Mga Serbisyo sa Transportasyon; Agrikultura, Pagkaon, ug Kinaiyanhong Kapanguhaan; Edukasyon; Pagkamaabiabihon, Turismo, ug Paglingawlingaw; ug Balaod ug Kaluwasan sa Publiko, walay admission criteria alang niini nga mga programa sa pagtuon. Ang mga high school sa departamento mohimo ug mga lakang aron masiguro nga ang kakuwang sa kahanas sa pinulongang English dili mahimong babag sa pag-admit ug pag-apil sa mga programa sa CTE.

Ang Departamento wala gatugot sa mga buhat sa pagpanghasi base sa rasa, kolor, nasudnong gigikanan, kagikan, sekso, pagkatawo sa gender, ekspresyon sa gender, oryentasyong seksuwal, edad, kapansanan, ug relihiyon. Bisan kinsa nga estudyante nga nagtuo nga siya gipailalom sa harassment base sa rasa, kolor, nasudnong gigikanan, kagikan, sekso, gender identity, gender expression, sexual orientation, edad, kakulangan, ug relihiyon kay ginawa sa pagreport sa maong pagpanghasi. Ang mga estudyante ug mga ginikanan mahimong magreport sa mga alegasyon sa pagpihig o pagpanghasi ngadto sa administrador sa eskwelahan o sa Civil Rights Compliance Branch sa Departamento sa adres nga nalista sa ubos.

Ang Departamento kay komitado sa paghimo og dinaliang mga imbestigasyon. Ang suporta, lakip ang pagtambag ug mga kahinguhaan sa edukasyon, mahimong magamit sa mga estudyante nga gipanghasi ingon man sa mga estudyante nga nakit-an nga adunay mga buhat sa pagpanghasi pinasukad sa rasa, kolor, nasud nga gigikanan, katigulangan, sekso, identidad sa gender, ekspresyon sa gender, seksuwal nga oryentasyon, edad, pagkabaldado, ug relihiyon. Ang mga estudyante nga nakit-an nga nalambigit sa pagpanghasi mahimong madisiplina hangtod ug lakip ang pagkasuspindi kung gikinahanglan ang mga kahimtang. Ang mga estudyante, ginikanan, ug kawani sa Departamento kinahanglang magtinabangay aron malikayan ang pagpanghasi base sa rasa, kolor, nasudnong gigikanan, katigulangan, sekso, pagkatawo sa sekso, ekspresyon sa sekso, oryentasyong seksuwal, edad, kapansanan, ug relihiyon.

Ang Departamento kay dili motugot sa pagpanimalos sa pagtaho sa pagpihig ug/o pagpanghasi base sa rasa, kolor, nasudnong gigikanan, kagikan, sekso, pagkatawo sa sekso, ekspresyon sa sekso, oryentasyong seksuwal, edad, kapansanan, ug relihiyon, ug mohimo og mga lakang aron maprotektahan ang mga gusto mu-report ug pagpihig o pagpanghasi.

Ang mga polisiya nga kontra sa pagpihig sa Departamento ug mga pamaagi sa reklamo mahimong makita sa:
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Palihug idirekta ang mga pangutana bahin sa mga polisiya nga kontra sa pagpihig sa Departamento ug/o mga reklamo sa gidili nga paggawi ngadto sa usa sa mosunod nga mga espesyalista sa Compliance Branch alang sa mga Sibil nga Katungod:

Compliance Branch alang sa mga Sibil nga Katungod: Departamento sa Edukasyon sa Estado sa Hawaii 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 o ipasa CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Ang mga pangutana mahitungod sa pagpihig ug/o pagpanghasi mahimo usab nga i-refer ngadto sa Opisina para sa mga Sibil nga Katungod, Departamento sa Edukasyon sa Estados Unidos.



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人才管理办公室

无歧视和反骚扰声明年度通告

如果在理解英语方面有困难，您有权获得免费语言帮助。请联系您所在学校的校长，以获得语言帮助的更多信息。

“Hawaii 州教育部”（教育部）遵循相应的州和联邦法律（例如第 VI 款、第 VII 款、第 IX 款或 ADA/第 504 节）规定，不会针对种族、肤色、原有国际、血统、性别、性别认同、性别表达、性取向、年龄、残疾状态和宗教进行歧视。该规定适用于教育部的所有计划和活动，包括就业和录取（如适用）。

通过以下 CTE 途径提供“职业和技术教育（CTE）学习课程”时，教育部高中不设定入学标准：文化艺术、媒体和娱乐；商业管理、金融和市场营销、健康服务；信息技术和数字化转型、建筑和土木工程、高级制造；能源；建筑设计和工程技术；运输服务；农业、食品和自然资源；教育；酒店、旅游和娱乐；以及法律和公共安全。教育部高中将采取措施，以确保英语能力缺乏不会成为入学和参加 CTE 课程的障碍。

教育部不会容忍针对种族、肤色、原有国际、血统、性别、性别认同、性别表达、性取向、年龄、残疾状态和宗教的骚扰行为。认为自己因种族、肤色、原有国际、血统、性别、性别认同、性别表达、性取向、年龄、残疾状态和宗教等原因受到骚扰的任何学生，我们鼓励其对此类骚扰行为进行举报。学生和家长可以向学校行政人员或者“教育部民权合规处”（地址如下）举报歧视或骚扰指控。

教育部会尽力进行迅速调查。因种族、肤色、原有国际、血统、性别、性别认同、性别表达、性取向、年龄、残疾状态和宗教受到骚扰以及涉及骚扰行径的学生，教育部会为其提供包括咨询和教育资源在内的相关支持。涉及骚扰行径的学生可能会受到纪律处分，根据情况需要，最高可能包括停学处罚。学生、家长和教育部应共同努力，防止针对种族、肤色、原有国际、血统、性别、性别认同、性别表达、性取向、年龄、残疾状态和宗教的骚扰行为。

对种族、肤色、原有国际、血统、性别、性别认同、性别表达、性取向、年龄、残疾状态和宗教歧视和/或骚扰行为进行举报时，教育部不会容忍针对此类举报的报复行为，并会采取措施保护有意举报歧视或骚扰行为的人员。

教育部无歧视政策和申诉程序可在以下网站查询：

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

有关教育部无歧视政策和/或违禁行为投诉的任何问题，请直接问询以下任一“民权合规处”专员：

民权合规处 Hawaii 州教育部（DOH） 1390 Miller Street, Room 416 Honolulu, HI 96813 （808）784-6325 或转接中继 CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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歧视和/或骚扰的相关问询也可提交至“美国教育部-公民权利办公室”。



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人才管理辦公室

無歧視和反騷擾聲明年度通告

如果在理解英語方面有困難，您有權獲得免費語言幫助。請聯繫您所在學校的校長，以獲得語言幫助的更多資訊。

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通過以下 CTE 途徑提供「職業和技術教育（CTE）學習課程」時，教育部高中不會設定入學標準：文化藝術、媒體和娛樂；商業管理、金融和市場營銷、健康服務；資訊技術和數字化轉型、建築和土木工程、高級制造；能源；建築設計和工程技術；運輸服務；農業、食品 and 自然資源；教育；酒店、旅遊和娛樂；以及法律和公共安全。教育部高中將採取措施，以確保英語能力缺乏不會成為入學和參加 CTE 課程的障礙。

教育部不會容忍針對種族、膚色、原有國際、血統、性別、性別認同、性別表達、性取向、年齡、殘疾狀態和宗教的騷擾行為。認為自己因種族、膚色、原有國際、血統、性別、性別認同、性別表達、性取向、年齡、殘疾狀態和宗教等原因受到騷擾的任何學生，我們鼓勵其對此類騷擾行為進行舉報。學生和家長可以向學校行政人員或者「教育部民權合規處」（地址如下）舉報歧視或騷擾指控。

教育部會盡力展開迅速調查。因種族、膚色、原有國際、血統、性別、性別認同、性別表達、性取向、年齡、殘疾狀態和宗教受到騷擾以及涉及騷擾行徑的學生，教育部會為其提供包括諮詢和教育資源在內的相關支持。涉及騷擾行徑的學生可能會受到紀律處分，根據情況需要，最高可能包括停學處罰。學生、家長和教育部應共同努力，防止針對種族、膚色、原有國際、血統、性別、性別認同、性別表達、性取向、年齡、殘疾狀態和宗教的騷擾行為。

對種族、膚色、原有國際、血統、性別、性別認同、性別表達、性取向、年齡、殘疾狀態和宗教歧視和/或騷擾行為進行舉報時，教育部不會容忍針對此類舉報的報復行為，並會採取措施保護有意舉報歧視或騷擾行為的人員。

教育部無歧視政策和申訴程序可在以下網站查詢：

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

有關教育部無歧視政策和/或違禁行為投訴的任何問題，請直接詢問以下任一「民權合規處」專員：

民權合規處 Hawaii 州教育部 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 或轉接中繼 CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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有關歧視和/或騷擾的相關問詢也可提交至「美國教育部-公民權利辦公室」。



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804**

OFESIN NEMENEMEN SINEIEOCHU

Arongorongen Iteiten Ier ren Esapw Wor Koput me pwan Porausen Pinepinen Anuwenuw

Ika pwe ka kan weiresino ne weweiti fosun Merika, a wor eom pung ren eom kopwe angei aninisin fosun fonu esapw wor momon ngonuk. Kose mochen kori noumuwe principal seni eom sukun ren chomongenon poraus won aninisin fosun fonu.

Ewe Hawaii State Department of Education (Department) ese kan koputuno won ewe anongonongen ren sakkun aramas, anuwer, fonu ra etto me ie, ar newo, met ir emon, aiititin sakkun met ir emon, apwaranon met ir emon, sakkun nisouu, ierir, terir, me pwan namenam me fan annukun state me federal kena ra aeoeo ngeni, usun chok Title VI, Title VII, Title IX, ika ADA/Section 504. Met ei ra mochen epwene atameno ngeni meinisin an ewe Department kewe programs me pwan fofor kena, mei pachenong angang me pwan katonong kena usun a kan aeoeo ngeni.

Ren ewe Department high schools kena ina ra kan awora Career and Technical Education (CTE) Programs kena ren Kaeo non ekkei CTE pathways kena ra tapweto: Arts ren Eoreni, Simpung, me pwan Pekin Apwapwa; Manichon Business, Pekin Moni, me pwan Pekin Amomo, Angangen Aninisin Safei kena; Porausen Technology me pwan Asiwininon seni Digital; Kawuuta me pwan Angangen Kawuuta, Anapenon Foforun Mettoch; Energy; Foforun Kawuun Mettoch me pwan Engineering Technology; Angangen Aninisin Waa kena; Pekin Atake, Mongo, me pwan Natural Resources; Asukun; Etiwafichi, Tourism, me pwan Wurumwot; me pwan Annuk me pwan Tumunun Aramas Meinisin, ese kan wor tetenin katonong ren ekkei program ren kaeo. Department high schools kena repwene angei teten kena ren ar repwe tumunu pwe ewe ngawenon ren sinean non fosun Merika kena resapw ew titino ngeni katonong me pwan fitinong non CTE programs kena.

Ewe Department esapw mutata fofor kena ren anuwenuw won anongonongen ren sakkun aramas, anuwer, fonu ra etto me ie, ar newo, met ir emon, aiititin met ir emon, apwaranon met ir emon, sakkun nisouu, ierir, terir, me pwan namenam. Ekkena chon sukun ra nuku pwe ew at ika nengin a kan fen fofor ngeni anuwenuw won anongonongen ren sakkun aramas, anuwer, fonu ra etto me ie, ar newo, met ir emon, aiititin met ir emon, apwaranon met ir emon, sakkun nisouu, ierir, terir, me pwan namenam ra kan pesei ngeni pwe epwe repotini ena sakkun anuwenuw. Chon sukun me pwan sam me in kena repwene repotini tipingeni kena usun koput ika nanuwenuw ngeni ewe minapen sukun ika ngeni ewe Department's Civil Rights Compliance Branch non ewe address a maaketi me fan.

Ewe Department a kan achocho ngeni mutirin foforun chosa kena. Aninis, mei pachenong counselin me pwan nenien angaiin aninisin sukun kena, repwene kaworeno ngeni chon sukun kena ir ra kan anuwenuweno me pwan ngeni chon sukun kena ra kuuner pwe ra kan foforinong non fofoun anuwenuw won ewe anongonongen ren sakkun aramas, anuwer, fonu ra etto me ie, ar newo, met ir emon, aiititin met ir emon, apwaranon met ir emon, sakkun nisouu, ierir, terir, me pwan namenam. Chon sukun kena ra kuuner pwe ra kan fen foforinong non anuwenuw repwene amiritino ngeni epwe tori me pwan pachenong saspentino ika pwe sakkun kena ra fori a fich ngeni. Ekkewe chon sukun, sam me in, me pwan chon angangen Department repwene kan angang fengen ren ar repwe pinei anuwenuw won anongonongen ren sakkun aramas, anuwer, fonu ra etto me ie, ar newo, met ir emon, aiititin met ir emon, apwaranon met ir emon, sakkun nisouu, ierir, terir, me pwan namenam.

Ewe Department esapw amutata ponuwengaw ngeni ren repotin koput me/ika anuwenuw won ewe anongonongen ren sakkun aramas, anuwer, fonu ra etto me ie, ar newo, met ir emon, aiititin met ir emon, apwaranon met ir emon, sakkun nisouu, irir, terir, me pwan namenam, me pwan epwene angei tetenin forofun ar repwe tumunu ekkena ir ra mochen repotini ewe koput ika anuwenuw.

An ewe Department kewe annukun esapw wor koput me pwan atetenin forofun nanengaw epwene nom non:
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Kose mochen awenano kapaseis kena usun an Department annukun esapw wor koput kena me/ika nanengaw kena ren forofun kena mei pinepineno ngeni ew ekkewe ra tapweto chon sineieochun Civil Rights Compliance Branch kena:

Civil Rights Compliance Branch Hawaii State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 or relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Complex Area	Compliance Specialist	Telephone and Email
Farrington-Kaiser-Kalani	Alexis Mukaida	(808) 829-7182 alexis.mukaida@k12.hi.us
Kaimukī-McKinley-Roosevelt	Marie Neilson	(808) 892-6887 marie.neilson@k12.hi.us
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Kapa‘a-Kaua‘i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

Kapaseis kena usun koput me/ika anuwenuw repwene pwan atotono ngeni ewe Office for Civil Rights, United States Department of Education.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF TALENT MANAGEMENT

Ka 'Ōlelo Hō'ike Kūmakahiki o ka Ho'okae 'Ole a me ke Kūpale 'ana i ka Ho'ouluhua

Inā hihia paha 'oe i ka 'ōlelo Pelekānia, he pono kou e ho'olako 'ia nā kōkua 'ōlelo me ka manuahi. E 'olu'olu e kūka'i me ke po'okumu o kāu kula no ka 'ikepili hou aku e pili ho'i ana i nā kōkua 'ōlelo.

'A'ole nō ho'okae aku ka 'Oihana Ho'ona'auao ('Oihana) o ka Moku'āina 'o Hawai'i ma muli o ka lāhui, ka 'ili, ke aupuni kumu, ka hanauna, ke keka, ke kuana keka, ke kuana pilina, ka pae makahiki, nā kīnānā, a me ka ho'omana ma lalo o nā kānāwai pekelala e like ho'i me ka Helu VI, Helu VII, Helu IX, a i 'ole ka ADA/Māhele 504. Kū kēia koina i nā papahana a pau o ke ke'ena, me ko ka 'Oihana kūlana hana a me ke ke'ena komo ke kūpono.

No nā kula ki'eki'e ma lalo o ka 'Oihana e ho'olako ana i nā Papa 'Ike 'Oihana a me ka 'Ike Loea (CTE) ma nā ala 'oihana o ka: Pāheona, Pāpaho; Pā'oihana, 'Oihana Kālā, Hokona, Papahana Olakino, 'Enehana, Hana Kāpili, Hana Mīkini; Ikehu; Kaha Ki'i Halea me ka Wilikī; Hana Alakau; 'Oihana Mahi'ai, Mea'ai, a me ke Kumuwaiwai 'Āina; Ka Ho'ona'auao; Ka Ho'okipa, Malihini, a me nā Hana Ho'onānea; ke Kānāwai a me Palekana o ka Lehulehu, 'a'ole koina komo no kēia mau papahana a'o. E 'imi ana nā kula ki'eki'e o ka 'Oihana i ka hō'oiā, 'a'ole nō e lilo ka nāwaliwali paha o ka 'ōlelo Pelekānia i ālaina no ke komo ma nā papahana CTE.

'A'ole ho'omanawanui o ka 'Oihana i nā hana ho'ouluhua ma muli o ka lāhui, ka 'ili, ke aupuni kumu, ka hanauna, ke keka, ke kuana keka, ke kuana pilina, ka pae makahiki, nā kīnānā, a me ka ho'omana. No kekahi haumāna i mana'o'i'o ua pā 'o ia i ka hana ho'ouluhua ma muli o o ka lāhui, ka 'ili, ke aupuni kumu, ka hanauna, ke keka, ke kuana keka, ke kuana pilina, ka pae makahiki, nā kīnānā, a me ka ho'omana, ua paipai 'ia nō 'o ia e hō'ike aku e pili ho'i ana i ia hana ho'ouluhua. Ua hiki nō i nā haumāna a me nā mākuā ke hō'ike aku i nā mana'o o ka ho'okae a i 'ole ka hana ho'ouluhua i nā luna ho'oponopono o ke kula a i 'ole i ka Māhele Mālama Pono Kīwila o ka 'Oihana Ho'ona'auao ma ka helu wahi o lalo nei.

Ua pa'a ka 'Oihana Ho'ona'auao ma ka hō'oiā 'ana i ka mālama 'ia o nā noi'ina ma ka wikiwiki i hiki. Ua ho'olako 'ia ke kōkua, ke a'oa'o, a me nā kumuwaiwai ho'ona'auao i nā haumāna i pā i ka hana ho'ouluhua a me nā haumāna i lilo i ka hana ho'ouluhua ma muli o o ka lāhui, ka 'ili, ke aupuni kumu, ka hanauna, ke keka, ke kuana keka, ke kuana pilina, ka pae makahiki, nā kīnānā, a me ka ho'omana. No nā haumāna i komo a lilo i ka hana ho'ouluhua aku, e ho'opa'i nō 'ia a e ho'oku'u paha 'ia 'o ia mai ke kula inā pono no ia pō'aiapili. E hana pū nā haumāna, nā mākuā, a me nā limahana o ka 'Oihana i mea e pale aku i ka hana ho'ouluhua ma muli o ka lāhui, ka 'ili, ke aupuni kumu, ka hanauna, ke keka, ke kuana keka, ke kuana pilina, ka pae makahiki, nā kīnānā, a me ka ho'omana.

'A'ole ho'omanawanui o ka 'Oihana i ke kū'ē'ē 'ana o kekahi no ka hō'ike 'ana i ka ho'okae 'ana a i 'ole ka hana ho'ouluhua ma muli o ka lāhui, ka 'ili, ke aupuni kumu, ka hanauna, ke keka, ke kuana keka, ke kuana pilina, ka pae makahiki, nā kīnānā, a me ka ho'omana, a e 'imi nō ana i nā ala e mālama a ho'opalekana ho'i i ka po'e hō'ike no ka ho'okae a hana ho'ouluhua paha.

Ua hiki ke ‘imi ‘ia nā kulekele a me nā ka‘ina hana aumihi ma:

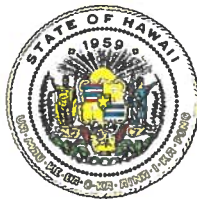
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

E ‘olu‘olu e ho‘ouna aku i nā nīnau e pili ana i nā kulekele ho‘okae ‘ole a ka ‘Oihana a me nā kumu ho‘opi‘i o nā hana i pāpā ‘ia i kekahi loea ma lalo o ka Māhele Mālama Pono Kīwila:

Mahele ‘Oihana Ho‘ona‘auao o ka Moku‘āina ‘o Hawai‘i 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 or relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Kapa‘a-Kaua‘i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

No nā nīnau e pili ana i ka ho‘okae a me/a i ‘ole ka hana ho‘ouluhua, hiki ke ho‘ouna pū i ke Ke‘ena Pon o Kīwila, ‘Oihana Ho‘ona‘auao o ‘Amelika Hui Pū ‘Ia.



**STATE OF HAWAII
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OFFICE OF TALENT MANAGEMENT
(OPISINA TI PANANGIMANEHAR ITI TALENTO)

Tinawen nga Abiso iti Awanan-Diskriminasion ken Kontra-Panangrribuk a Testamento

No marigatanka a mangtarus iti Ingles, adda kalintegam tulong iti lengguahe nga awan ti bayadam. Kontakem koma ti prinsipal iti eskuelaanyo para iti ad-adu nga impormasion maipapan iti dayta.

Ti Hawaii State Department of Education (Departmento) ket saan a mangipakita iti diskriminasion gapu iti puli, kolor, nasion a nagtaudan, kapuonan, sekso, pakabigbigan a sekso, ekspresion ti sekso, seksual nga orientasion, edad, discapacidad, ken relihion iti sidong dagiti agaplikar a linteg ti estado ken gobierno federal, kas iti Title VI, Title VII, Title IX, wenno ADA/Section 504. Daytoy a makalikaguman ket para iti amin a programa ken aktibidad ti Departmento, pakairamanan ti pagtrabahuan ken pannakaadmitir nga agaplikar.

Para kadagiti high school ti Departmento a mangyop-opreser iti Career and Technical Education (CTE) a Programa ti Panagadal kadagiti sumaganad a karera ti CTE: Cultural Arts, Media, and Entertainment; Business Management, Finance, and Marketing, Health Services; Information Technology and Digital Transformation; Building and Construction, Advanced Manufacturing; Energy; Architectural Design and Engineering Technology; Transportation Services; Agriculture, Food, and Natural Resources; Education; Hospitality, Tourism, and Recreation; ken Law and Public Safety, awam ti criteria ti panangadmitir para kadagitoy a programa ti panagadal. Dagiti high school ti Departmento ket agtignay tapno masigurado a ti saan unay a pannakatarus iti Ingles a lengguahe ket saan a lapped iti pannakaadmitir wenno pannakipartisipar kadagiti programa ti CTE.

Saan a konsintiren ti Departmento ti ar-aramid a panangrribuk gapu iti puli, kolor, nasion a nagtaudan, kapuonan, sekso, pakabigbigan a sekso, ekspresion ti sekso, seksual nga orientasion, edad, discapacidad, ken relihion. Asinoman nga estudiante a mamati a napasaranna ti diskriminasion gapu iti puli, kolor, nasion a nagtaudan, kapuonan, sekso, pakabigbigan a sekso, ekspresion ti sekso, seksual nga orientasion, edad, discapacidad, ken relihion ket maparegta a mangireport iti dayta. Dagiti estudiante ken nagannak mabalinda nga ireport dagiti alegasion ti diskriminasion wenno panangrribuk iti administrator ti eskuelaan wenno iti Civil Rights Compliance Branch ti Departmento iti adres a nailista iti baba.

Determinado ti Departmento a mangaramid iti madagdagus nga imbestigasion. Ti suporta, pakairamanan ti panangbalakad ken makaisuro a reperensia, ket magun-odan dagiti estudiante a nakapasar iti panangrribuk kasta met dagiti estudiante a nangaramid iti kasta a panangrribuk gapu iti puli, kolor, nasion a nagtaudan, kapuonan, sekso, pakabigbigan a sekso, ekspresion ti sekso, seksual nga orientasion, edad, discapacidad, ken relihion. Dagiti estudiante a masarakan a nagaramid iti panangrribuk ket mabalin a madisiplina ken pakairamanan ti suspension no maikari iti dayta. Dagiti estudiante, nagannak, ken dagiti empleado ti Departmento agtinnulongda a manglapped iti panangrribuk gapu iti puli, kolor, nasion a nagtaudan, kapuonan, sekso, pakabigbigan a sekso, ekspresion ti sekso, seksual nga orientasion, edad, discapacidad, ken relihion.

Saan a konsintiren ti Departamento ti panagisubbot gapu iti pannakaireport iti diskriminasion ken/wenno panangriribuk gapu iti puli, kolor, nasion a nagtaudan, kapuonan, sekso, pakabigbigan a sekso, ekspresion ti sekso, seksual nga orientasion, edad, disabilidad, ken relihion, ken agtignay a mangprotektar kadagidiay mayat a mangireport iti diskriminasion wenno panangriribuk.

Ti awanan-diskriminasion a polisia ti Departamento ken dagiti addangna iti panagrekلامو ket masarakan iti: <https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

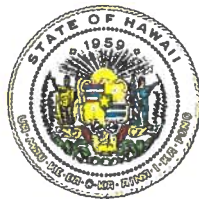
Pangngaasim ta dagiti saludsod maipapan iti awanan-diskriminasion a polisia ti Departamento ken/wenno reklamo a maiparparit a kondukta ket iturongmo iti maysa kadagiti sumaganad nga espesialista ti Civil Rights Compliance Branch:

Civil Rights Compliance Branch Hawaii State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 wenno relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Dagiti saludsod maipapan iti diskriminasion ken/wenno panangriribuk ket mabalin nga iturong iti Office for Civil Rights, United States Department of Education.

March 2025 (Ilokano)



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804**

人材管理室

非差別及びアンチ・ハラスメントに関する年次通知

英語の理解が困難な方は、無料の言語支援サービスを利用する権利があります。詳細については、お子様の通学する学校の校長先生にお問い合わせください。

ハワイ州教育局(以下「当局」)は、人種、肌の色、出身国、血統、性別、ジェンダーアイデンティティ、ジェンダー表現、性的指向、年齢、障害、宗教などを理由とする差別を、適用される州法および連邦法(タイトル VI、タイトル VII、タイトル IX、ADA/セクション 504 等)に基づき禁止しております。この方針は、当局の雇用、入学を含む全ての事業活動に適用されます。

当局が運営する高校では、以下の分野のキャリア・技術教育(CTE)プログラムを提供しております:文化芸術・メディア・エンターテインメント、ビジネス・マネジメント・金融・マーケティング、医療サービス、情報技術・デジタルトランスフォーメーション、建築・建設、先進製造業、エネルギー、建築デザイン・エンジニアリング、運輸サービス、農業・食品・自然資源、教育、ホスピタリティ・ツーリズム・レクリエーション、法律・公共安全。これらの CTE プログラムへの入学に当たっては特別な条件は設けておりません。また、英語力が不足している生徒につきましても、CTE プログラムへの入学や参加の障壁とはならないよう、当局の高校では必要な対応措置を講じております。

当局は、人種、肌の色、出身国、血統、性別、性自認、性別表現、性的指向、年齢、障がい、宗教などを理由とするあらゆるハラスメントを、一切許容しておりません。人種、肌の色、出身国、血統、性別、性自認、性別表現、性的指向、年齢、障がい、宗教などを理由としたハラスメントを受けたと感じる生徒は、遠慮なく報告されるよう、強く促しております。生徒や保護者の方々は、学校の管理者または下記の当局の民権法遵守課に対し、差別やハラスメントに関する申立てを行うことができます。

当局は、迅速な調査を実施することを誓っております。人種、肌の色、出身国、血統、性別、性自認、性別表現、性的指向、年齢、障害、宗教を理由としたハラスメントの被害に遭った生徒、および加害行為に及んだ生徒に対しましては、カウンセリングや教育支援などの適切なサポートを提供いたします。状況に応じては、ハラスメントに加わった生徒に対し、停学処分を含む懲戒処分を科す可能性もあります。生徒、保護者、当局スタッフが協力し、人種、肌の色、出身国、血統、性別、性自認、性別表現、性的指向、年齢、障害、宗教を理由としたハラスメントの防止に努める必要があります。

当局は、人種、肌の色、出身国、血統、性別、性自認、性別表現、性的指向、年齢、障害、宗教を理由とする差別やハラスメントの報告に対する報復を、決して容認いたしません。また、差別やハラスメントを報告した者の保護のため、適切な措置を講じてまいります。

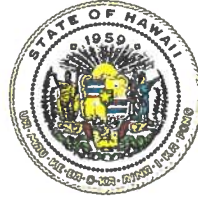
当局の非差別に関する方針と苦情処理手順につきましては、以下のウェブサイトをご参照ください: <https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

当局の非差別に関する方針や禁止行為に関する苦情につきましては、以下の民権法遵守課の専門家までお問い合わせください。

民権法遵守課 ハワイ州教育局 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 または中継サービス CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Kapa‘a-Kaua‘i-Waimea	David Dooley	(808)379-5299 david.dooley@k12.hi.us

差別およびハラスメントに関する問い合わせは、米国教育省民権局にも照会することができます。



STATE OF HAWAII
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인재 관리국

차별 금지 및 학대 방지 연례 공지문

영어를 이해하는 데 어려움이 있으시다면, 무료로 언어 지원을 받을 권리가 있습니다. 언어 지원에 관한 보다 자세한 정보를 원하신다면 자녀의 학교 교장에게 연락해주시요.

Hawaii 주 교육부(이하 본 교육부)는 타이틀 VI, 타이틀 VII, 타이틀 IX, 또는 미국 장애인법(ADA)/섹션 504 와 같은 해당 주법과 연방법에 따라 인종, 피부색, 국적, 조상, 성, 성 정체성, 성적 표현, 성적 지향, 나이, 장애 및 종교에 근거하여 차별하지 않습니다. 이 정책은 고용 및 입학에 포함하여 해당하는 본 교육부 모든 프로그램과 활동까지 전반적으로 적용됩니다.

다음 CTE 경로에 대한 경력 및 기술 교육(CTE) 프로그램을 제공하는 본 교육부 고등학교의 경우: 문화예술, 미디어, 및 엔터테인먼트, 경영, 금융, 및 마케팅, 의료 서비스; 정보기술 및 디지털 변환; 건축 및 건설, 첨단 제조; 에너지; 건축 설계 및 엔지니어링 기술; 운송 서비스; 농업, 식품, 및 천연자원; 교육; 호스피탈리티, 관광, 및 레크리에이션; 법률 및 공공 안전, 이상의 프로그램에 대해서는 입학 기준이 없습니다. 본 교육부 고등학교는 영어 능력의 부족이 CTE 프로그램 입학과 참여의 장벽이 되지 않도록 적절한 조치를 취할 것입니다.

본 교육부는 인종, 피부색, 국적, 조상, 성, 성 정체성, 성적 표현, 성적 지향, 나이, 장애 및 종교에 근거한 학대 행위를 용납하지 않습니다. 그 또는 그녀가 인종, 피부색, 국적, 조상, 성, 성 정체성, 성적 표현, 성적 지향, 나이, 장애 및 종교에 근거한 학대의 대상이 되었다고 믿는 모든 학생은 그러한 학대 행위를 보고하기를 권장합니다. 학생과 부모는 차별이나 학대에 관한 주장을 해당 학교 행정관에게나 아래 목록에 주소가 표시된 본 교육부 민권 규정준수 지부(Civil Rights Compliance Branch)에 보고할 수 있습니다.

본 교육부는 즉각적인 조사가 수행될 수 있도록 모든 노력을 다할 것입니다. 인종, 피부색, 국적, 조상, 성, 성 정체성, 성적 표현, 성적 지향, 나이, 장애 및 종교에 근거한 학대를 당한 학생은 물론 그러한 행위에 가담한 것으로 밝혀진 학생에게도 상담과 교육적 자료 제공 등을 포함한 지원 서비스가 제공됩니다. 학대 행위에 가담한 것으로 밝혀진 학생은 해당 상황을 고려하여 최대 정확을 포함한 징계 처분이 내려질 수 있습니다. 학생, 학부모 및 본 교육부 직원은 인종, 피부색, 국적, 조상, 성, 성 정체성, 성적 표현, 성적 지향, 나이, 장애 및 종교에 근거한 학대 행위를 방지하기 위해 함께 협력해야 합니다.

본 교육부는 인종, 피부색, 국적, 조상, 성, 성 정체성, 성적 표현, 성적 지향, 나이, 장애 및 종교에 근거한 차별 및/또는 학대 행위를 보고한 것에 대한 보복 행위를 용납하지 않으며 차별 또는 학대 행위를 보고하고자 하는 이들을 보호하기 위한 적절한 조치를 취할 것입니다.

본 교육부의 차별 금지 정책과 민원 제기 절차는 다음 웹페이지에서 확인하실 수 있습니다:

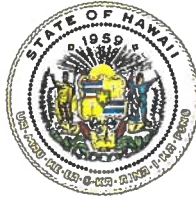
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

본 교육부의 차별 금지 정책 및/또는 금지된 행동에 관한 민원 제기 관련 문의는 다음 민권 규정준수 지부(Civil Rights Compliance Branch) 담당자 중 한 명에게 해주시기 바랍니다:

민권 규정준수 지부(Civil Rights Compliance Branch) 하와이 주 교육부(Hawaii State Department of Education) 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 또는 릴레이 CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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차별 및/또는 학대에 관한 우려 사항은 미국 교육부(United States Department of Education) 민권국(Office for Civil Rights)으로도 제기하실 수 있습니다.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
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HONOLULU, HAWAII 96804

OFFICE OF TALENT MANAGEMENT

**Kōjjeļā eo Aoleo Iiō ikijjeen Ennaan eo kōn Ejjeļok Kalijekļok im ñan Jab Kwaļok Naan, Mani ,
ak Kōmman ko rej kaabņōņō ak kaamjak juon armej**

Eļāñņe epen aņ meļeļe Kajin Pālle, ewōr aņ jīmwe im maroņ ñan lewaj jipaņ ikijjeen kajin eo aņ ilo an ejjeļok oņān ñan kwe. Jouj im kepaak ak kurļok principal eo an jikuul eo aņ ñan meļeļe ko reļapļok ikijjeen jipaņ ko ilo kajin eo aņ.

Hawaii State Department eo an Education (Department) ejjab kalijekļok pedped ioon armij in ia, kōlar in kilin, aelōñ eo ej itok jāne, armej ro jibin im jimman, kōrā ke ak emman, eņjake eo an ne e emman ke ak kōrā ak emman im kōrā jimor, im reel ak mejkaie ippān kōrā ke ak emman ak kōrā im emman jimor, dettan, ewōr an utamwe, im kabuñ iumwin kakien ko rekkar an state im federal, āinwōt Title VI, Title VII, Title IX, ak ADA/Section 504. Men in aikuj kōmmane ej bar jelōt aolep būrookraam im makūtūt ko an Department eo, ekitbuuj rijerbal im jikin jermal im kadeloñ rijikuul ñe ekkar.

Ñan high school ko ilo Department in me rej leļok Būrookraam in Ekkatak ko ilo Career im Technical Education (CTE) ilo men kein katak kaki ilo CTE rej ejaajrak ijin ilaļ: Cultural Arts, Media, im Entertainment; Business Management, Finance, im Marketing, Health Services; Information Technology im Digital Transformation; Building im Construction, Advanced Manufacturing; Energy; Architectural Design im Engineering Technology; Transportation Services; Agriculture, Food, im Natural Resources; Education; Hospitality, Tourism, im Recreation; im Law im Public Safety, ejjeļok men ko aikuj bwe en wōr ak kōmmani ñan deloñe būrookraam in ekkatak kein. High school ko ilo Department in renaaj bōk buñten ne ko ñan lale bwe an jabwe kapeel ko ñan meļeļe Kajin Pālle en jab juon kein bōbrae deloñe im pād ilo būrookraam ko ilo CTE.

Department in ejjab errā im eban kōtļok an wōr manit ko rej kaabņōņō im ak kaamijak juon armej pedped ioon armij in ia, kōlar in kilin, aelōñ eo ej itok jāne, armej ro jibin im jimman, kōrā ke ak emman, eņjake eo an ñe e emman ke ak kōrā ak emman im kōrā jimor, im reel ak mejkaie ippān kōrā ke ak emman ak kōrā im emman jimor, dettan, ewōr an utamwe, im kabuñ. Jej rōjañ jabdewōt rijikuul eo ej tōmak bwe eaar wōr eaar kaabņōņōiki im ak kaamijake pedped ioon e armij in ia, kōlar in kilin, aelōñ eo ej itok jāne, armej ro jibin im jimman, kōrā ke ak emman, eņjake eo an ne e emman ke ak kōrā ak emman im kōrā jimor, im reel ak mejkaie ippān kōrā ke ak emman ak kōrā im emman jimor, dettan, ewōr an utamwe, im kabuñ bwe en ripote aer kar kaabņōņōiki im ak kaamijake. Rijikuul ro im jineer im jemāer remaroñ ripote naan in enoiki kein kōn an kar wōr kalijekļok ak kaabņōņō im ak kaamijak ñan administrator eo an jikuul ak ñan Ra eo an Department eo etan Department's Civil Rights Compliance Branch ilo atreej in ej waļok ijin ilaļ.

Department eo ej an eddo bwe en aikuj kōmman jermal in etale ko ilo mōkaj. Jipaņ im rejtake, ekitbuuj kein jipaņ im jikin bōk jipaņ ko ikijjeen bōk naan in kōkapilōklōk ko im wāween ko ikijjeen jikuul ak ekkatak, enaaj wōr ñan rijikuul ro me ewōr ej kaabņōņō ak kaamijake er im barāinwōt ñan rijikuul ro kar lo bwe rej kōmmani wāween ko ñan kaabņōņō im ak kaamijak ro jet pedped ioon er armij in ia, kōlar in kilin, aelōñ eo ej itok jāne, armej ro jibin im jimman, kōrā ke ak emman, eņjake eo an ne e emman ke

ak kōrā ak emmaān im kōrā jīmōr, im reel ak mejkaie ippān kōrā ke ak emmaān ak kōrā im emmaān jīmōr, dettan, ewōr an utamwe, im kabuñ. Rijikuul ro kar lo bwe rej kōmmani wāween ko ñan kaabñōñō im ak kaamijak ro jet remaroñ bōk kauwe ko me emaroñ koba suspend ak kabōjrak an etal ñan jikuul iumwin jidik iien eļaññe ekkar. Rijikuul ro, jineer im jemāer, im rijerbal in Department eo rej aikuj jerbal ippān doon ñan bōbrae an waļok kaabñōñō im ak kaamijak ñan armej pedped ion e armij in ia, kōlar in kilin, aelōñ eo ej itok jāne, armej ro jibin im jimmaān, kōrā ke ak emmaān, eñjake eo an ñe e emmaān ke ak kōrā ak emmaān im kōrā jīmōr, im reel ak mejkaie ippān kōrā ke ak emmaān ak kōrā im emmaān jīmōr, dettan, ewōr an utamwe, im kabuñ.

Department in eban errā im eban kōtļok an wōr ro rej idenņe nae ro rej ripoote an wōr kalijekļok im/ak kaabñōñō im ak kaamijak armej pedped ion armij in ia, kōlar in kilin, aelōñ eo ej itok jāne, armej ro jibin im jimmaān, kōrā ke ak emmaān, eñjake eo an ñe e emmaān ke ak kōrā ak emmaān im kōrā jīmōr, im reel ak mejkaie ippān kōrā ke ak emmaān ak kōrā im emmaān jīmōr, dettan, ewōr an utamwe, im kabuñ, naaj bōk buñten ne ko nan kōjparok armej ro rekñāan ripoote an waļok kalijekļok ak kaabñōñō im ak kaamijak ko ñan er.

Policy ko an Department in ikijjeen ejjeļok kalijekļok im wāween ko ñan kōmman naan in abñōñō ko repād ilo:

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Jouj im leļok kajjitōk ko ikijjeen policy ko an Department in ikijjeen ejjeļok kalijekļok im/ak abñōñō ko kōn manit ko emo kōmmani ñan juon iaan specialist rein an Civil Rights Compliance Branch rej elajrak ijin ilaļ:

Civil Rights Compliance Branch Hawaii State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 ak relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Hāna-Lahainaluna-Lāna'i-Molokai	Courtney Dennis	(808) 379-6208 courtney.dennis@k12.hi.us
Kapa'a-Kaua'i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

Kajjitōk ko ikijjeen kalijeklōk im/ak kaabñōñō im ak kaamijak remaroñ bar liļōki ñan Office for Civil Rights, United States Department of Education.



**STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804**

OFISA O PULEGA O TALENI

Fa'asilasilaga Fa'aletausaga o Fa'amatalaga o le Lē-Fa'ailogatagata ma le Tete'e i Fa'asoesā

Afai e faigata ona e malamalama ile gagana Igilisi, o loo ia te oe le aiā tataua e maua ai fesoasoani i gagana e aunoa ma se totogi ia te oe. Fa'amolemole fa'afeso'ota'i le pulea'oga o lau a'oga mo nisi fa'amatalaga i fesoasoani fa'alegagana.

O le Matagaluega o A'oga ile Setete o Hawaii (Matagaluega) e lē fa'ailoga tagata e fa'avae i luga o lanu, tupuaga o le atunuu, tupuaga, itupa, fa'asinomaga o itupa, fa'aaliga o itupa, faiga fa'afeusua'iga, tausaga, le atoatoa o le malosi o le tino, ma tapua'iga i lalo o tulafono talafeagai a le setete ma le feterale e pei o Tulafono Title VI, Title VII, Title IX, poo le Vaega ADA/Vaega 504. O nei mana'oga e fa'alautele atu i polokalame uma ma gaioiga a le Matagaluega, e aofia ai galuega ma fa'atagaga pe a talafeagai ai.

Mo Matagaluega o a'oga maualuga o loo tuuina atu Polokalame o A'oga o Galuega ma A'oa'oga Fa'atekinisi poo le Career and Technical Education (CTE) e tu'uina atu i auala CTE nei: Fa'atufugaga Fa'aleaganuu, Ala o Fa'asalalauga, ma Fa'afiafiaga; Pulega o Pisinisi, Teutupe, ma Fa'asalalauga Fa'atosina, Auaunaga Soifua Maloloina; Fa'amatalaga Tekonolosi ma Suiga Fa'atekonolosi; Faugafale ma Kamuta, Fausiga Maualuga; Malosiaga; Tusiata o Fale ma Inisia Tekinolosi; Auaunaga Femalaga'aiga; Fa'ato'aga, Meaai, ma Punaoa Fa'aNatura; A'oga; Talimalō Fa'aTurisi, ma Fa'afiafiaga; ma Tulafono Saogalemu Lautele, e leai ni ta'iala e fa'atagaina ai le auai i polokalame a'oga nei. O le a faia e a'oga maualuga a le matagaluega ni la'asaga e fa'amautinoa ai o le leai o se tomai i le gagana Igilisi o le a lē avea ma papupuni ile taliaina ma le auai i polokalame CTE.

E talia e le Matagaluega ni gaioiga fa'asoesā e fa'avae i luga o lanu, tupuaga o le atunuu, tupuaga, itupa, fa'asinomaga, fa'aaliga o itupa, fa'afeusua'iga, tausaga, manaoga fa'apitoa, ma tapua'iga. So'o se tamaititi a'oga e talitonu na tupu ai se faiga fa'asoesā e fa'avae i luga o lanu, tupuaga o le atunuu, tupuaga, itupa, fa'asinomaga o itupa, fa'aaliga o itupa, fa'afeusua'iga, tausaga, manaoga fa'apitoa, tapuaiga e faamalosia ia lipotia ia faalavelave fa'asoesā. E mafai e tamaiti a'oga ma matua ona lipoti atu tuua'iga o le faailoga tagata poo le mataupu fa'asoesā ile pulea'oga poo le Lalā o le Tausisia o Aiā Tataua a le Matagaluega ile tuatusi o loo lisi atu i lalo.

O loo naunau le Matagaluega e fai su'esu'ega i se taimi vave. O lagolago, e aofia ai fautuaga ma punaoa tau a'oa'oga, e avanoa mo tamaiti a'oga o loo feagai ma fa'alavelave fa'asoesā fa'apea fo'i ma tamaiti a'oga na faia gaioiga fa'asoesā e fa'avae i luga o le lanu, tupuaga o le atunuu, tupuaga, itupa, fa'asinomaga o itupa, fa'aaliga o itupa, fa'afeusua'iga, tausaga, mana'oga fa'apitoa, ma tapua'iga. O tamaiti a'oga e maua sa faia amio fa'asoesā e mafai ona fa'asalaina se'ia oo ma e aofia ai le fa'amalolō pe a faapea e talafeagai. E tataua ona galulue fa'atasi tamaiti a'oga, matua, ma le aufaigaluega a le Matagaluega e puipuia mai fa'asoesā e fa'avae i luga o le lanu, tupuaga o le atunuu, tupuaga, itupa, fa'asinomaga o itupa, fa'aaliga o itupa, fa'afeusuaiga, tausaga, manaoga fa'apitoa, ma tapuaiga.

O le a le talia e le Matagaluega le tau i sui mo le lipotia o le fa'ailoga tagata ma/poo fa'asoesā e fa'avae i luga o lanu, tupuaga o le atunuu, tupuaga, itupa, fa'asinomaga o itupa, fa'aaliga o itupa,

fa'afeusua'iga, tausaga, manaoga faapitoa, ma tapuaiga, ma o le a faia ni laasaga e puipuia ai latou e fia lipotia le fa'aailoga tagata poo fa'asoesaina.

O faiga fa'avae lē-faailoga tagata ma faiga fa'aseā e mafai ona maua i le uepisaiti:
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Fa'amolemole faauai fesili e uiga i faiga fa'avae Lē-fa'aailoga tagata a le Matagaluega ma/poo fa'aseā o amioga faasa i se tasi o aufaigaluega a le Lalā o Tausia Aiā Tatau a Tagata:

Lālā o Tausia Aiā Tatau a Tagata Matagaluega o Aoga mo le Setete o Hawaii 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 poo laina faapitoa CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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O fesili e uiga i faailoga tagata ma/poo faalavelave fa'asoesā e mafai fo'i ona tuuina atu i le Ofisa o Aiā Tatau a Tagata, Matagaluega o A'oga a le Iunaita Setete.



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OFICINA DE GESTIÓN DE TALENTOS

Aviso anual de no discriminación y declaración contra el acoso

Si tiene dificultades para entender el inglés, tiene derecho a recibir asistencia lingüística sin ningún costo para usted. Póngase en contacto con el director de su escuela para obtener más información sobre la asistencia lingüística.

El Departamento de Educación del Estado de Hawái (Departamento) no discrimina por motivos de raza, color, origen nacional, ascendencia, sexo, identidad de género, expresión de género, orientación sexual, edad, discapacidad y religión en virtud de las leyes estatales y federales aplicables, como el Título VI, el Título VII, el Título IX o la ADA/Sección 504. Este requisito se extiende a todos los programas y actividades del Departamento, incluidos el empleo y las admisiones, según corresponda.

Para las escuelas secundarias del Departamento que ofrecen Programas de Estudio de Educación Profesional y Técnica (Career and Technical Education, CTE) en las siguientes vías de CTE: Artes Culturales, Medios de Comunicación y Entretenimiento; Administración de Empresas, Finanzas y Marketing, Servicios de Salud; Tecnología de la Información y Transformación Digital; Edificación y Construcción, Manufactura Avanzada; Energía; Diseño Arquitectónico y Tecnología de Ingeniería; Servicios de Transporte; Agricultura, Alimentación y Recursos Naturales; Educación; Hotelería, Turismo y Recreación; y Derecho y Seguridad Pública, no hay criterios de admisión para estos programas de estudio. Las escuelas secundarias del Departamento tomarán medidas para garantizar que la falta de conocimientos de inglés no sea un obstáculo para la admisión y participación en los programas de CTE.

El Departamento no tolera actos de acoso por motivos de raza, color, origen nacional, ascendencia, sexo, identidad de género, expresión de género, orientación sexual, edad, discapacidad y religión. Se insta a todo estudiante que considere que ha sido objeto de acoso por motivos de raza, color, origen nacional, ascendencia, sexo, identidad de género, expresión de género, orientación sexual, edad, discapacidad y religión a que lo denuncie. Los estudiantes y los padres pueden denunciar casos de discriminación o acoso ante el administrador de la escuela o la Oficina de Cumplimiento de Derechos Civiles del Departamento, en la dirección que se indica a continuación.

El Departamento se compromete a realizar investigaciones sin dilación. Los estudiantes que sufran acoso, así como los que se considere que han participado en actos de acoso por motivos de raza, color, nacionalidad, ascendencia, sexo, identidad de género, expresión de género, orientación sexual, edad, discapacidad y religión, dispondrán de apoyo, incluido asesoramiento y recursos educativos. Los estudiantes que hayan sido declarados culpables de acoso podrán ser sancionados, incluso con la suspensión, si las circunstancias lo justifican. Los estudiantes, los padres y el personal del Departamento deben trabajar juntos para prevenir el acoso por motivos de raza, color, origen nacional, ascendencia, sexo, identidad de género, expresión de género, orientación sexual, edad, discapacidad y religión.

El Departamento no tolerará represalias por denunciar discriminación o acoso por motivos de raza, color, origen nacional, ascendencia, sexo, identidad de género, expresión de género, orientación sexual, edad, discapacidad y religión, y tomará medidas para proteger a quienes deseen denunciar la discriminación o el acoso.

Las políticas de no discriminación y los procedimientos de presentación de quejas del Departamento pueden consultarse en:

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Dirija sus consultas sobre las políticas de no discriminación del Departamento o las denuncias de conductas prohibidas a uno de los siguientes especialistas de la Oficina de Cumplimiento de Derechos Civiles:

Oficina de Cumplimiento de Derechos Civiles Departamento de Educación del Estado de Hawái 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 o por repetidor CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Las consultas relativas a discriminación o acoso también pueden remitirse a la Oficina de Derechos Civiles del Departamento de Educación de los Estados Unidos.



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OFFICE OF TALENT MANAGEMENT

Taunang Abiso ng Pahayag sa Kawalan ng Diskriminasyon at Laban sa Harassment

Kung nahihirapan kang unawain ang Ingles, may karapatan kang tumanggap ng tulong sa wika nang walang babayaran. Mangyaring makipag-ugnayan sa principal ng inyong paaralan para sa karagdagang impormasyon sa tulong sa wika.

Ang Hawaii State Department of Education (Department) ay hindi nagdidiskrimina batay sa lahi, kulay, bansang pinagmulan, ninuno, kasarian, pagkakakilanlan ng kasarian, pagpapahayag ng kasarian, oryentasyong sekswal, edad, kapansanan, at relihiyon sa ilalim ng mga naaangkop na batas ng estado at pederal, tulad ng Titulo VI, Titulo VII, Titulo IX, o ADA/Seksyon 504. Saklaw ng pangangailangang ito ang lahat ng programa at aktibidad ng Department, kabilang ang pagtatrabaho at pagkakatanggap kung naaangkop.

Para sa mga mataas na paaralan ng Department na nag-aalok ng Career and Technical Education (CTE) Programs of Study sa mga sumusunod na CTE pathway: Cultural Arts, Media, and Entertainment; Business Management, Finance, and Marketing, Health Services; Information Technology and Digital Transformation; Building and Construction, Advanced Manufacturing; Energy; Architectural Design and Engineering Technology; Transportation Services; Agriculture, Food, and Natural Resources; Education; Hospitality, Tourism, and Recreation; and Law and Public Safety, walang pamantayan ng pagkakatanggap sa mga programang ito ng pag-aaral. Gagawa ang mga mataas na paaralan ng Department ng mga hakbang upang matiyak na hindi magiging hadlang ang kawalan ng kakayahang magsalita ng wikang Ingles sa pagkakatanggap at paglahok sa CTE programs.

Hindi tino-tolerate ng Department ang mga aktong pangha-harass batay sa lahi, kulay, bansang pinagmulan, ninuno, kasarian, pagkakakilanlan ng kasarian, pagpapahayag ng kasarian, oryentasyong sekswal, edad, kapansanan, at relihiyon. Sinumang mag-aaral na naniniwalang naging biktima siya ng harassment batay sa lahi, kulay, bansang pinagmulan, ninuno, kasarian, pagkakakilanlan ng kasarian, pagpapahayag ng kasarian, oryentasyong sekswal, edad, kapansanan, at relihiyon ay hinihikayat na i-report ang naturang harassment. Maaaring mag-report ang mga mag-aaral at magulang ng mga alegasyon ng diskriminasyon o harassment sa administrator ng paaralan o sa Civil Rights Compliance Branch ng Department sa address na nakalista sa ibaba.

Determinado ang Department na magsagawa ng mga agarang imbestigasyon. Magkakaroon ng suporta, kabilang ang counseling at educational resources, para sa mga mag-aaral na na-harass at sa mga mag-aaral na napag-alamang nasangkot sa pangha-harass batay sa lahi, kulay, bansang pinagmulan, ninuno, kasarian, pagkakakilanlan ng kasarian, pagpapahayag ng kasarian, oryentasyong sekswal, edad, kapansanan, at relihiyon. Ang mga mag-aaral na napag-alamang nasangkot sa pangha-harass ay maaaring isailalim sa aksyong pandisiplina na hanggang at kabilang ang pagkakasuspindi kung naaangkop sa kalagayan. Dapat magtulungan ang mga mag-aaral, magulang, at kawani ng Department upang pigilan ang pangha-harass batay sa lahi, kulay, bansang pinagmulan, ninuno, kasarian, pagkakakilanlan ng kasarian, pagpapahayag ng kasarian, oryentasyong sekswal, edad, kapansanan, at relihiyon.

Hindi ito-tolerate ng Department ang paghihiganti sa mga nag-report ng diskriminasyon at/o harassment batay sa lahi, kulay, bansang pinagmulan, ninuno, kasarian, pagkakakilanlan ng kasarian, pagpapahayag

ng kasarian, oryentasyong sekswal, edad, kapansanan, at relihiyon, at magsasagawa ito ng mga hakbang upang protektahan ang mga nais mag-report ng diskriminasyon o harassment.

Makikita ang mga polisiya sa kawalan ng diskriminasyon at proseso sa paghahain ng reklamo ng

Department sa:

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

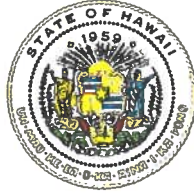
Mangyaring ituan ang mga tanong kaugnay ng mga polisiya sa kawalan ng diskriminasyon ng

Department at/o mga reklamo kaugnay ng ipinagbabawal na asal sa isa sa mga sumusunod na espesyalista ng Civil Rights Compliance Branch:

Civil Rights Compliance Branch Hawaii State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 o relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Maaari ring isangguni ang mga tanong kaugnay ng diskriminasyon at/o harassment sa Office for Civil Rights, United States Department of Education.



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สำนักงานการบริหารจัดการนุเคราะห์

ประกาศประจำปีเรื่องนโยบายเรื่องการไม่เลือกปฏิบัติและการต่อต้านการคุกคาม

หากท่านมีความยากลำบากในการเข้าใจภาษาอังกฤษ
ท่านมีสิทธิ์ที่จะได้รับผู้ช่วยด้านภาษาโดยไม่มีค่าใช้จ่าย
กรุณาติดต่อครูใหญ่ของท่านสำหรับข้อมูลเพิ่มเติมเกี่ยวกับผู้ช่วยด้านภาษา

กระทรวงศึกษาธิการแห่งรัฐฮาวาย (Hawaii State Department of Education) (กระทรวง)
ไม่เลือกปฏิบัติบนพื้นฐานของเชื้อชาติ สีผิว ขาดถิ่นกำเนิด บรรพบุรุษ เพศ อัตลักษณ์ทางเพศ
การแสดงออกทางเพศ รสนิยมทางเพศ อายุ ความพิการ และศาสนา
ภายใต้กฎหมายของรัฐและรัฐบาลกลางที่บังคับใช้ เช่นหัวข้อที่ 6,หัวข้อที่ 7,หัวข้อที่ 9,
หรือกฎหมายว่าด้วยชาวอเมริกันผู้พิการ ปี ค.ศ.1990 (ADA)/มาตรา 504
ข้อกำหนดนี้ขยายไปถึงทุกหลักสูตรและกิจกรรมทั้งหมดของกระทรวง
รวมถึงการจ้างงานและการรับสมัครตามความเหมาะสม

สำหรับโรงเรียนมัธยมศึกษาของกระทรวงที่จัดให้มีหลักสูตรการศึกษาด้านอาชีพและเทคนิค (CTE)
ในหลักสูตรพื้นฐานของ CTE ดังต่อไปนี้: ศิลปะวัฒนธรรม สื่อและความบันเทิง; การจัดการธุรกิจ, การเงิน,
และการตลาด, การบริการด้านสุขภาพ; เทคโนโลยีสารสนเทศและการเปลี่ยนแปลงทางดิจิทัล;
อาคารและการก่อสร้าง การผลิตขั้นสูง; พลังงาน; การออกแบบสถาปัตยกรรมและเทคโนโลยีวิศวกรรม;
การบริการด้านขนส่ง; เกษตรกรรม อาหาร และทรัพยากรธรรมชาติ; การศึกษา; การต้อนรับ การท่องเที่ยว
และนันทนาการ; และกฎหมายและความปลอดภัยสาธารณะ
จะไม่มีเกณฑ์ในการรับสมัครสำหรับหลักสูตรการศึกษาเหล่านี้
โรงเรียนมัธยมศึกษาของกระทรวงจะดำเนินการเพื่อให้มั่นใจว่าการขาดทักษะด้านภาษาอังกฤษจะไม่เป็นอุป
สรรคต่อการรับสมัครและการเข้าร่วมในหลักสูตร CTE

กระทรวงจะไม่ยอมให้มีการกระทำอันเป็นการคุกคามบนพื้นฐานของเชื้อชาติ สีผิว ขาดถิ่นกำเนิด บรรพบุรุษ
เพศ อัตลักษณ์ทางเพศ การแสดงออกทางเพศ รสนิยมทางเพศ อายุ ความพิการ และศาสนา
นักเรียนคนใดที่เชื่อว่าตนถูกคุกคามบนพื้นฐานของเชื้อชาติ สีผิว ขาดถิ่นกำเนิด บรรพบุรุษ เพศ
อัตลักษณ์ทางเพศ การแสดงออกทางเพศ รสนิยมทางเพศ อายุ ความพิการ และศาสนา
ได้รับการสนับสนุนให้รายงานการคุกคามดังกล่าว
นักเรียนหรือผู้ปกครองอาจรายงานข้อกล่าวหาเรื่องการเลือกปฏิบัติหรือการคุกคามต่อผู้บริหารโรงเรียนหรือส
ำนักงานกำกับดูแลการปฏิบัติตามสิทธิพลเมืองของกระทรวงตามที่อยู่ที่เหมาะสม

กระทรวงมุ่งมั่นที่จะดำเนินการสอบสวนโดยทันที จะมีการให้การสนับสนุน
รวมถึงการให้คำปรึกษาและทรัพยากรทางการศึกษาแก่นักเรียนผู้ที่ถูกคุกคามเช่นเดียวกับนักเรียนผู้ที่พบว่าม
มีส่วนร่วมในการกระทำอันเป็นการคุกคามบนพื้นฐานของเชื้อชาติ สีผิว ขาดถิ่นกำเนิด บรรพบุรุษ เพศ
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นักเรียนผู้ที่พบว่ามีส่วนร่วมในการกระทำอันเป็นการคุกคามอาจถูกลงโทษทางวินัยจนถึงและรวมถึงการระงับ
การเรียนหากสถานการณ์สมควร นักเรียน ผู้ปกครอง
และเจ้าหน้าที่ของกระทรวงควรทำงานร่วมกันเพื่อป้องกันการคุกคามบนพื้นฐานของเชื้อชาติ สีผิว

ชาติกำเนิด บรรพบุรุษ เพศ อัตลักษณ์ทางเพศ การแสดงออกทางเพศ รสนิยมทางเพศ อายุ ความพิการ และศาสนา

กระทรวงจะไม่ยอมให้มีการตอบโต้ต่อการรายงานการเลือกปฏิบัติและ/หรือการคุกคามบนพื้นฐานของเชื้อชาติ สีผิว ชาติกำเนิด บรรพบุรุษ เพศ อัตลักษณ์ทางเพศ การแสดงออกทางเพศ รสนิยมทางเพศ อายุ ความพิการ และศาสนา และจะดำเนินการเพื่อคุ้มครองผู้ที่ต้องการรายงานการเลือกปฏิบัติหรือการคุกคาม

นโยบายเรื่องการไม่เลือกปฏิบัติและขั้นตอนการร้องทุกข์ของกระทรวงอาจอยู่ที่:

<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

โปรดส่งคำถามโดยตรงเกี่ยวกับนโยบายการไม่เลือกปฏิบัติของกระทรวง

และ/หรือการร้องเรียนเกี่ยวกับพฤติกรรมต้องห้าม

ไปยังผู้เชี่ยวชาญของสำนักงานกำกับดูแลการปฏิบัติตามสิทธิพลเมืองคนใดคนหนึ่งต่อไปนี้:

Civil Rights Compliance Branch Hawaii State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 หรือผลัดเปลี่ยน CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Complex Area	Compliance Specialist	Telephone and Email
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Kaimukī-McKinley-Roosevelt	Marie Neilson	(808) 892-6887 marie.neilson@k12.hi.us
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Kailua-Kalāheo	Flor Williams	(808) 597-6566 flor.williams@k12.hi.us
Hilo-Waiākea	Dee Sugihara	(808) 600-9576 dee.sugihara@k12.hi.us
Honoka‘a-Kealahou-Kohala-Konawaena	Chris Jungers	(808) 600-9613 christopher.jungers@k12.hi.us
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Baldwin-Kekaulike-Kūlanihāko‘i-Maui	Maria Letasz	(808) 600-9417 maria.letasz@k12.hi.us
Hāna-Lahainaluna-Lāna‘i-Molokai	Courtney Dennis	(808) 379-6208 courtney.dennis@k12.hi.us

Kapa'a-Kaua'i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us
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การสอบถามเกี่ยวกับการเลือกปฏิบัติและ/หรือการคุกคามอาจส่งไปยังสำนักงานเพื่อสิทธิพลเมือง
กระทรวงศึกษาธิการของสหรัฐอเมริกา



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

'OFISI 'O HONO TOKANGA'I 'O E TALĒNIT

Fanongonongo Fakata'u 'o e 'Ikai Fakafaikehekehe'i mo e Malanga Fakafepaki ki he Fakahoha'a

Kapau 'oku faingata'a ke mahino kiate koe 'a e lea faka-Pilitania, 'oku ke ma'u 'a e totonu ke ma'u ha tokoni ki he lea fakafonua 'o 'ikai ha fakamole kiate koe. Kataki 'o fetu'utaki ki he puleako ho 'apiako ke ma'u ha fakamatala lahi ange fekau'aki mo e tokoni ki he lea fakafonua.

'Oku 'ikai ke fakafaikehekehe'i 'e he Potungaue Ako (Potungaue) 'a e Siteiti Hauai'i 'o makatu'unga 'i he matakali, lanu, tupu'anga fakafonua, ngaahi kui, tangata pe fefine, tu'unga tangata pe fefine, fakataukei fakasekisuale, ta'u motu'a, faingata'a'ia fakaesino, mo e tui fakalotu 'i he tu'unga mo e ngaahi lao fakapule'anga, hange ko e Ulu'i Tohi VI, Ulu'i Tohi VII, Ulu'i Tohi IX, pe ADA/Konga 504. 'Oku a'u 'a e fie ma'u ko 'eni ki he ngaahi polokalama mo e ngaahi 'ekitiviti kotoa 'a e Potungaue, kau ai 'a e ngaue ma'u'anga mo'ui mo e huu 'o ka kaunga ki ai.

Ki he ngaahi ako'anga ma'olunga 'a e Potungaue 'oku nau 'oatu 'a e ngaahi Polokalama Ako ki he Ako Fakangaue mo e Fakatekinikale (CTE) 'i he ngaahi hala CTE ko 'eni: Ngaahi 'Aati Fakafonua, Miti'a mo e Fakafiefia; Tokanga'i 'o e pisinisi, Me'a fakapa'anga, mo e fakamaketi, Ngaahi tokoni ki he mo'ui lelei; Fakamatala Fakatekinolosia mo e liliu faka'ilekitulonika; Langa mo e langa, Ngaahi'anga koloa; Ivi; Tisaini Faka'aati mo e Tekinolosia Faka'enisinia; Ngaahi Sevesi Fefononga'aki; Ngoue, Me'akai, mo e Ngaahi Ma'u'anga Tokoni Fakanatula; Ako; Talitali kakai, Takimamata, mo e Fakafiefia; mo e Lao mo e Malu 'a e Kakai, 'oku 'ikai ha ngaahi tu'unga ke hu ki he ngaahi polokalama ako ko 'eni. 'E fakahoko 'e he ngaahi ako'anga ma'olunga 'o e Potungaue ha ngaahi sitepu ke fakapapau'i 'oku 'ikai hoko 'a e si'isi'i 'o e ngaahi poto'i lea faka-Pilitania ko ha 'a vahevahe ki he hu mo e kau 'i he ngaahi polokalama 'a e CTE.

'Oku 'ikai kataki'i 'e he Potungaue 'a e ngaahi ngaue 'o e 'ohofi 'i he fakava'e 'o e matakali, lanu, tupu'anga fakafonua, ngaahi kui, tangata pe fefine, tu'unga tangata pe fefine, fakahaa'i 'o e tangata pe fefine, fakataukei fakasekisuale, ta'u motu'a, faingata'a'ia fakaesino, mo e tui fakalotu. Ka 'i ai ha taha ako 'oku tui kuo ne mo'ulaloa ki hono 'ohofi 'o e matakali, lanu, tupu'anga fakafonua, ngaahi kui, tangata pe fefine, tu'unga tangata pe fefine, tu'unga tangata pe fefine, fakataukei fakasekisuale, ta'u motu'a, faingata'a'ia fakaesino, mo e tui fakalotu 'oku poupu'i ke lipooti 'a e fa'ahinga fakamalohi pehee. 'E lava ke lipooti 'e he fanau ako mo e matu'a 'a e allegations 'o e filifilimanako pe fakakina'i ki he pule 'o e 'apiako pe ki he Ngaahi Totonu Fakapule'anga Talangofua ki he kolo 'a e Potungaue 'i he tu'asila 'oku lisi atu 'i lalo.

'Oku tukupa 'a e Potungaue ke fakahoko vave 'a e ngaahi fakatotolo. 'E lava ke ma'u 'a e poupu, kau ai 'a e fale'i mo e ngaahi ma'u'anga tokoni fakaako, ki he fanau ako 'oku nau hoha'a pea pehe ki he fanau ako 'oku nau kau 'i he ngaahi ngaue 'o e toutou 'ohofi 'i he fakava'e 'o e matakali, lanu, tupu'anga fakafonua, tupu'anga, tangata pe fefine, 'ilo'i 'o e tangata mo e fefine, fakahaa'i 'o e tangata mo e fefine, fakakaukau fakasekisuale, ta'umotu'a, faingata'a'ia, mo e lotu. 'E lava ke mapule'i 'a e kau ako 'oku nau kau 'i hono 'ohofi pea kau ai mo hono fakamavahe'i 'o kapau 'e fakamafai'i 'a e ngaahi tukunga. 'Oku totonu ke ngaue fakataha 'a e fanau ako, matu'a, mo e kau ngaue 'a e Potungaue ke ta'ofi 'a e toutou 'ohofi 'o e matakali, lanu, tupu'anga fakafonua, ngaahi kui, tangata pe fefine, tu'unga tangata pe fefine, tu'unga tangata pe fefine, fakataukei fakasekisuale, ta'u motu'a, faingata'a'ia fakaesino, mo e tui fakalotu.

He 'ikai kataki'i 'e he Potungaue 'a e sauni ki hono lipooti 'o e filifilimanako mo e/pa fakakina'i 'i he fakava'e 'o e matakali, lanu, tupu'anga fakafonua, ngaahi kui, tangata pe fefine, tu'unga tangata pe fefine,

tu'unga tangata pe fefine, fakataukei fakasekisuale, ta'u motu'a, faingata'a'ia fakaesino, mo e tui fakalotu, pea te nau fai ha ngaahi sitepu ke malu'i 'a kinautolu 'oku nau fie lipooti 'a e filifilimanako pe fakamalohi.

'E lava ke tu'u 'a e ngaahi tu'utu'uni mo e ngaahi founa ngaue 'a e Potungaue ki he 'ikai ke fakafaihehehe'i 'i he:

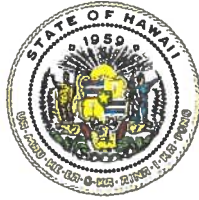
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Kataki 'o fai ha ngaahi faka'eke'eke fakahangatonu fekau'aki mo e ngaahi tu'utu'uni 'a e Potungaue mo e/pe launga 'i he 'ulungaanga 'oku 'ikai ngofua ki ha taha 'o e ngaahi totonu fakapule'anga ko 'eni 'oku nau talangofua ki he kau mataotao 'o e kolo:

Ngaahi Totonu Fakapule'anga Talangofua ki he kolo Potungāue Ako 'a e Vahefonua Hauai'i 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 pe fakafetuku CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Kapa'a-Kaua'i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

Ngaahi faka'eke'eke fekau'aki mo e filifilimanako mo e/pe fakahoha'a 'e lava foki ke 'ave ia ki he 'Ofisi ki he Ngaahi Totonu Fakasivile, Potungaue Ako 'a e 'Iunaiteti Siteiti.



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VĂN PHÒNG QUẢN LÝ TÀI NĂNG

Thông báo Thường niên về Tuyên Bố Chống Phân Biệt Đối Xử Và Chống Quấy Rối

Nếu quý vị gặp khó khăn trong việc hiểu tiếng Anh, quý vị có quyền nhận được hỗ trợ ngôn ngữ miễn phí. Vui lòng liên hệ với hiệu trưởng trường học của quý vị để biết thêm thông tin về hỗ trợ ngôn ngữ.

Các Sở Giáo dục Tiểu bang Hawaii (Sở) không phân biệt đối xử dựa trên cơ sở chủng tộc, màu da, quốc tịch, tổ tiên, giới tính, nhận dạng giới, biểu hiện giới, khuynh hướng tình dục, độ tuổi, khuyết tật và tôn giáo theo luật tiểu bang và liên bang hiện hành, chẳng hạn như Quy định VI, Quy định VII, Quy định IX hoặc ADA/Mục 504. Yêu cầu này áp dụng cho tất cả các chương trình và hoạt động của Sở, bao gồm cả việc làm và tuyển sinh nếu có.

Dành cho các trường trung học phổ thông thuộc Sở cung cấp Chương trình Giáo dục Nghề nghiệp và Kỹ thuật (CTE) theo các lộ trình CTE sau: Nghệ thuật văn hóa, truyền thông và giải trí; Quản trị kinh doanh, Tài Chính và Tiếp Thị, Dịch Vụ Y Tế; Công Nghệ Thông Tin và Chuyên Đổi Số; Xây dựng và Thi công, Sản Xuất Tiên Tiến; Năng Lượng; Thiết Kế Kiến Trúc và Công Nghệ Kỹ Thuật; Dịch vụ Vận tải; Nông nghiệp, Thực phẩm và Tài nguyên Thiên nhiên; Giáo dục; Khách sạn, Du lịch và Giải trí; Luật và An toàn Công cộng, không có tiêu chí tuyển sinh cho các chương trình học này. Các trường trung học sẽ thực hiện các bước để đảm bảo rằng việc thiếu kỹ năng tiếng Anh sẽ không phải là rào cản đối với việc tuyển sinh và tham gia các chương trình CTE.

Sở không dung thứ cho các hành vi quấy rối dựa trên chủng tộc, màu da, quốc tịch, tổ tiên, giới tính, bản dạng giới, biểu hiện giới, khuynh hướng tình dục, tuổi tác, khuyết tật và tôn giáo. Bất kỳ sinh viên nào tin rằng mình đã bị quấy rối trên cơ sở chủng tộc, màu da, quốc tịch, tổ tiên, giới tính, bản dạng giới, biểu hiện giới, khuynh hướng tình dục, tuổi tác, khuyết tật và tôn giáo đều được khuyến khích báo cáo hành vi quấy rối đó. Học sinh và phụ huynh có thể báo cáo các cáo buộc phân biệt đối xử hoặc quấy rối với ban quản lý trường hoặc Ban Tuân Thủ Quyền Công Dân Của Sở theo địa chỉ được liệt kê bên dưới.

Sở cam kết tiến hành điều tra kịp thời. Học sinh bị quấy rối cũng như học sinh bị phát hiện có hành vi quấy rối dựa trên chủng tộc, màu da, quốc tịch, tổ tiên, giới tính, bản dạng giới, biểu hiện giới, khuynh hướng tình dục, tuổi tác, khuyết tật và tôn giáo sẽ được hỗ trợ, bao gồm tư vấn và các nguồn lực giáo dục. Học sinh bị phát hiện có hành vi quấy rối có thể bị kỷ luật, bao gồm cả đình chỉ học nếu hoàn cảnh yêu cầu. Học sinh, phụ huynh và nhân viên Sở nên cùng nhau ngăn chặn tình trạng quấy rối trên cơ sở chủng tộc, màu da, quốc tịch, tổ tiên, giới tính, bản dạng giới, biểu hiện giới, khuynh hướng tình dục, tuổi tác, khuyết tật và tôn giáo.

Sở sẽ không dung thứ cho hành vi trả thù khi báo cáo hành vi phân biệt đối xử và/hoặc quấy rối trên cơ sở chủng tộc, màu da, quốc tịch, tổ tiên, giới tính, bản dạng giới, biểu hiện giới, khuynh hướng tình dục, tuổi tác, khuyết tật và tôn giáo, và sẽ thực hiện các bước để bảo vệ những người muốn báo cáo hành vi phân biệt đối xử hoặc quấy rối.

Chính sách không phân biệt đối xử và quy trình khiếu nại của Bộ có thể được tìm thấy tại:
<https://hawaiipublicschools.org/useful-links/policies/nondiscrimination-policy/>

Vui lòng gửi các câu hỏi liên quan đến chính sách không phân biệt đối xử của Bộ và/hoặc khiếu nại về hành vi bị cấm tới một trong những chuyên gia sau đây của Chi nhánh tuân thủ quyền công dân:

Chi nhánh Tuân thủ Dân Quyền Sở Giáo Dục Tiểu bang Hawaii 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 or relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Administrator Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Compliance Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Athletics
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Complex Area	Compliance Specialist	Telephone and Email
Farrington-Kaiser-Kalani	Alexis Mukaida	(808) 829-7182 alexis.mukaida@k12.hi.us
Kaimukī-McKinley-Roosevelt	Marie Neilson	(808) 892-6887 marie.neilson@k12.hi.us
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Hāna-Lahainaluna-Lāna‘i-Molokai	Courtney Dennis	(808) 379-6208 courtney.dennis@k12.hi.us
Kapa‘a-Kaua‘i-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

Mọi thắc mắc liên quan đến phân biệt đối xử và/hoặc quấy rối cũng có thể được chuyển đến Văn phòng Dân quyền, Bộ Giáo dục Hoa Kỳ.