



Big Picture Educational Academy

Big Picture Elementary School
735 N Glenn Ave, Fresno, CA 93728

Big Picture Middle and High School
1207 S. Trinity Ave. Fresno, CA 93706

Non-Discrimination Parent- Student Notice

Non-Discrimination Statement – Big Picture Education Academy (“BPEA”) does not discriminate against any student or employee on the basis of actual or perceived race or ethnicity, color, national origin or nationality, sex, sexual orientation, disability (mental or physical), age, gender, gender identity, gender expressions, immigration status, religion, religious affiliation or any other characteristic that is contained in the definition of hate crimes in the California Penal Code, in any of its policies, procedures or practices. BPEA adheres to all provisions of federal law related to students with disabilities, including, but not limited to, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990 (“ADA”), and the Individuals with Disabilities Education Improvement Act of 2004 (“IDEIA”). BPEA also does not tolerate unlawful harassment under Americans With Disabilities Act of 1991, Titles IV, VI and VII of the Civil Rights Act of 1964 (pertaining to race, color, and national origin), Title IX of the Education Amendments of 1972 (pertaining to sex), Section 504 of the Rehabilitation Act of 1973 (pertaining to handicap), the Age Discrimination in Employment Act of 1967, the IDEIA, Title II of the ADA (mental or physical disability) and the Age Discrimination Act of 1975, (pertaining to age). BPEA also prohibits sexual harassment, including cyber sexual bullying, and harassment based upon pregnancy, childbirth or related medical conditions, race, religion, religious affiliation, creed, color, immigration status, gender, gender identity, gender expression, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by federal, state, local law, ordinance or regulation. BPEA does not condone or tolerate harassment of any type, including discrimination, intimidation, or bullying, including cyber sexual bullying, by any employee, independent contractor or other person with which BPEA does business, or any other individual, student, or volunteer. This applies to all employees, students, or volunteers and relationships, regardless of position or gender. BPEA will promptly and thoroughly investigate any complaint of harassment and take appropriate corrective action, if warranted. Inquiries, complaints, or grievances regarding harassment as described in this section, above, should be directed to the BPEA Uniform Complaint Procedures (“UCP”) Compliance Officer: campus Associate Principal: K-8: Sandi Howard, 9-12 Shane Hildebrand; CTC: Dr. Cat. They will be supervised in the process by: Superintendent/Principal: Dr. Gerry Catanzarite, Keith Musilli Johnson, President/CEO.