

# Civil Rights

West Seneca Central School District

Committed to Providing an Inclusive and Welcoming Environment

**Civil Rights Policy:** The West Seneca Central School District is an Equal Opportunity Employer. District officers and employees shall not discriminate against any student, employee or applicant on the basis of race, color, creed, religion, national origin, political affiliation, sex, sexual orientation, age, marital status, veteran status, or disability. It is the policy of the Board of Education to ensure compliance with the regulations listed in Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). Any member of the West Seneca Central School District staff or any pupil or parent believing discrimination has occurred on the basis of race, color, creed, religion, national origin, political affiliation, gender, sexual orientation, age, marital status, veteran status, or disability should address questions and complaints to a District Compliance Officer at 1397 Orchard Park Road, West Seneca, NY 14224: Pat Phelan-Assistant Superintendent for Human Resources (716) 677-3127; Charles Lehman-Assistant Superintendent for Pupil Personnel Services (716) 677-3156; or Jeanne Tribuzzi-Director of Language Arts, LOTE, ESL (716) 677-3148.