

REQUIRED ANNUAL NOTICES

NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education does not discriminate on the basis of race, color, religion, national origin, sex, disability, military status, ancestry, or age in its programs and activities, including employment opportunities.

FEDERAL REGULATIONS CONCERNING DRUG PREVENTION

In accordance with Federal Law, the Board of Education prohibits the use, possession, concealment, or distribution of drugs by employees on school grounds, in school or school-approved vehicles, or at any school-related event. Drugs include any alcoholic beverage, anabolic steroid, dangerous controlled substance as defined by State statute or substance that could be considered a "look-a-like" controlled substance. Compliance with this policy is mandatory for all staff members. Any part-time or full-time employee who violates this policy will be subject to disciplinary action, in accordance with due process, up to and including termination. When appropriate or required by law, the District will also notify law enforcement officials.

The District is concerned about any staff member who is a victim of alcohol or drug abuse and will facilitate the process by which s/he receives help through programs and services available in the community. A staff member should contact his/her supervisor or the Superintendent's office whenever such help is needed.

ANNUAL EPA REQUIRED NOTIFICATION

All of the school building in the Paulding Exempted Village School District are free of Asbestos Containing Building Materials (ACBM). The only ACBM known to remain in district owned buildings is the football locker room. This ACBM will continue to be observed and a maintenance program is in place. You may direct any questions concerning ACBM within the school to Kim Sprague at 419-399-4646 ext. 1550.

REMINDER TO STAFF ON STUDENT SUPERVISION/HEALTH/ SAFETY MATTERS

Policies and guidelines 3213 (for professional staff) and 4213 (for classified staff) explain the school's policy on student supervision and welfare. Please go to the school's website and click on PEVS School Board Policies under the parent's tab to review this information.

GENETIC INFORMATION NOTICE

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II, including the Board of Education, from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by law. To comply with this law, we are directing that you not provide any genetic information when responding to this request for medical information (unless the request pertains to you requesting FMLA leave for purposes of caring for an immediate family member with a serious health condition). "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's genetic test, the fact that an individual or an individual's family sought or received genetic services or participated in clinical research that includes genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services. (Policies 1622.02, 3122.02, 4122.02).