



Equal Educational Opportunity

The Hawaii State Department of Education (DOE) issues this informational brochure as a matter of commitment to and compliance with Federal and State anti-discrimination laws, and DOE Policy, to inform parents/guardians and students that discrimination because of a student's race, color, national origin (including persons with limited English proficiency), disability, sex, age, and/or religion in an educational program, service, or activity conducted by the department is prohibited, pursuant to Board of Education (BOE) Policy #305-10, Anti-Harassment, Anti-Bullying, and Anti-Discrimination Against Student(s) by Employees.

In addition to the above, the policy strictly prohibits any form of harassment and/or bullying because of gender identity and expression, socio-economic status, physical appearance and characteristic, and sexual orientation.

A student who believes that he/she is or was harassed, bullied, and/or discriminated against based on the above classes is encouraged to immediately inform his or her teacher or administrator, or contact the DOE's Civil Rights Compliance Office (CRCO) staff. Documentation, including witness names and contact information, as well as other relevant information should be provided with the complaint.

Further, discrimination based on sex specifically includes discrimination based on a student's gender identity and expression. The DOE will adhere to the DOE guidance when addressing issues including, but not limited to, use of preferred names and pronouns, use of sex-segregated facilities, and dress code. The DOE recognizes the importance of validating students' gender identity and expression and understands that at times, school is one of the few safe and supportive spaces a student may have to openly express their gender identity. Students who desire such supports, or any student with privacy concerns, including requests for increased privacy for use of restrooms or locker rooms, should contact their school administrator. Students may also contact the CRCO at (808) 586-3322 regarding requests for supports and about any privacy concerns. Students may request a copy of the Guidance from their school administrator. The Guidance may also be found on-line at:

<http://www.hawaiipublicschools.org/ConnectWithUs/Organization/OfficesAndBranches/Pages/CRCO.aspx>

To file a complaint, you may complete a complaint form that can be found on the DOE's website at <http://doe.k12.hi.us/>, contact your school's principal, or contact the DOE's CRCO at (808)586-3322, or via relay. Complaints may be sent by facsimile to (808)586-3331, at CRCO@notes.k12.hi.us, or through the U.S. Mail to P.O. Box 2360, Honolulu, Hawaii 96804.

The Department of Education is committed to providing equal opportunity in education to all of Hawaii's students.

Contact Information:

DEPARTMENT OF EDUCATION, CIVIL RIGHTS COMPLIANCE OFFICE

P.O. Box 2360 • Honolulu, HI 96804

Phone: (808) 586-3322, or via relay • Fax: (808) 586-3331

Email: CRCO@notes.k12.hi.us

Anne Marie Puglisi - Director

Beth Schimmelfennig - Compliance Specialist

Civil Rights Compliance Specialists:

Rhonda Wong - Compliance Michael Murakami - Intake Nicole Isa-Iijima - Title IX

Aaron Oandasana - Title VI Krysti Sukita - ADA/504