



### **Discrimination is against the law**

The Green Schools National Network (GSNN) does not discriminate on the basis of race, color, national origin, disability, age, or sex in administration of its programs or activities, and, GSNN does not intimidate or retaliate against any individual or group because they have exercised their rights to participate in actions protected, or oppose action prohibited, by 40 C.F.R. Parts 5 and 7, or for the purpose of interfering with such rights.

### **Reporting a Grievance**

Any staff person, volunteer, or partner who believes they have been subjected to discrimination or harassment, or who has witnessed such behavior, should report it to the Non-Discrimination Coordinator. If a member of the public or attendee of an event believes they have been subjected to discrimination or harassment, they should report it to the Non-Discrimination Coordinator. That process is outlined in our Non-Discrimination Policy [at this link](#).

### **Accessibility**

GSNN will make reasonable accommodations to ensure that individuals with impaired vision or hearing or limited English proficiency can participate fully in our program activities. This includes providing auxiliary aids and services as needed at no cost to the individual.

### **For Virtual Activities**

This notice will be included on registration information for virtual events. If you are a person with a disability or limited English proficiency and want to request special accommodations to participate in a GSNN virtual activity, please contact Ileana Albreda, Executive Director, at [info@greenschoolsnationalnetwork.org](mailto:info@greenschoolsnationalnetwork.org) to discuss reasonable accommodations at least five days prior to the event.

For activities that are virtual GSNN will incorporate real-time captioning or transcription services for those with hearing impairments.

### **For In-Person Events**

This notification will be included on registration information for in-person events.

If you are a person with a disability or limited English proficiency and desire any assistive devices, services, or other accommodations to participate in a GSNN activity, please contact Ileana Albreda, Executive Director, at [info@greenschoolsnationalnetwork.org](mailto:info@greenschoolsnationalnetwork.org) to discuss reasonable accommodations at least five days prior to the event.

GSNN will ensure that the location of in-person events will include accessibility for individuals with physical disabilities and will consider access to public transportation when making decisions about event location. For in-person activities providing food, we will provide the means for individuals to indicate allergy/special needs on our registration forms and provide reasonable accommodations. We will provide, if necessary, reasonable accommodations for individuals who are deaf or hard of hearing and to other individuals who need additional assistance for effective communication and participation.

### **Language Access**

GSNN will provide reasonable accommodations to assure meaningful access to services for persons with limited English proficiency. This includes providing translation and interpretation services as needed to ensure effective communication at no cost to the individual.

### **Non-Retaliation or Intimidation**

Retaliation or intimidation against any individual who reports discrimination or harassment, participates in an investigation, or otherwise opposes discriminatory practices is strictly prohibited and will result in disciplinary action, up to and including termination of employment or participation in organizational activities.

### **Training and Education**

GSNN will provide periodic training and education to employees, volunteers, and contractors on the principles of equal opportunity, diversity, and inclusion, as well as the procedures for reporting and addressing discrimination and harassment.

**Review and Revision**

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with applicable laws and regulations.

GSNN is committed to creating a workplace and organizational culture that values and celebrates the unique contributions of all individuals. By adhering to this policy, we can foster an environment where everyone can thrive and contribute to our mission effectively.

Dr. Ileana Albareda, in her role as Executive Director, acts as our non-discrimination coordinator and is responsible for coordination of compliance efforts and receipt of inquiries concerning non-discrimination requirements implemented by 40 C.F.R. Parts 5 and 7 (Non-discrimination in Programs or Activities Receiving Federal Assistance from the Environmental Protection Agency), including Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Title IX of the Education Amendments of 1972; and Section 13 of the Federal Water Pollution Control Act Amendments of 1972 (hereinafter referred to collectively as the federal non-discrimination laws).

If you have any questions about this notice or any of GSNN's non-discrimination programs, policies or procedures, you may contact:

Dr. Ileana Albareda  
Executive Director  
PO Box 3054  
Iowa City, IA 52244  
305-980-8012  
[info@greenschoolsnationalnetwork.org](mailto:info@greenschoolsnationalnetwork.org)

# La discriminación es ilegal

La Red Nacional de Escuelas Verdes (GSNN) no discrimina por motivos de raza, color, origen nacional, discapacidad, edad o sexo en la administración de sus programas o actividades, y, GSNN no intimida ni toma represalias contra ningún individuo o grupo porque hayan ejercido sus derechos a participar en acciones protegidas, u oponerse a acciones prohibidas, por 40 C.F.R. Partes 5 y 7, o con el propósito de interferir con tales derechos.

La Dra. Ileana Albareda, en su función de Directora Ejecutiva, actúa como nuestra coordinadora de no discriminación y es responsable de la coordinación de los esfuerzos de cumplimiento y la recepción de consultas relativas a los requisitos de no discriminación implementados por 40 C.F.R. Partes 5 y 7 (No discriminación en programas o actividades que reciben ayuda federal de la Agencia de Protección del Medio Ambiente), incluido el Título VI de la Ley de Derechos Civiles de 1964, en su versión modificada; la Sección 504 de la Ley de Rehabilitación de 1973; la Ley de Discriminación por Edad de 1975; el Título IX de las Enmiendas Educativas de 1972; y la Sección 13 de las Enmiendas a la Ley Federal de Control de la Contaminación del Agua de 1972 (en lo sucesivo denominadas colectivamente leyes federales contra la discriminación).

Si tiene alguna pregunta sobre este aviso o sobre cualquiera de los programas, políticas o procedimientos antidiscriminatorios de GSNN, puede ponerse en contacto con:

Dra. Ileana Albareda  
Director Ejecutivo  
Apartado de correos 3054  
Iowa City, IA 52244  
305-980-8012  
[info@greenschoolsnationalnetwork.org](mailto:info@greenschoolsnationalnetwork.org)