



STATE OF HAWAII
DEPARTMENT OF EDUCATION
KA 'OIHANA HO'ONA'AUAO
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF TALENT MANAGEMENT

Annual Notice of Non-Discrimination and Anti-Harassment Statement

If you have difficulty understanding English, you have the right to receive language assistance at no cost to you. Please contact your school's principal for more information on language assistance.

The Hawaii State Department of Education (Department) does not discriminate on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion under applicable state and federal laws, such as Title VI, Title VII, Title IX, or ADA/Section 504. This requirement extends to all of the Department's programs and activities, including employment and admissions as applicable.

For the Department high schools that offer Career and Technical Education (CTE) Programs of Study in the following CTE pathways: Cultural Arts, Media, and Entertainment; Business Management, Finance, and Marketing, Health Services; Information Technology and Digital Transformation; Building and Construction, Advanced Manufacturing; Energy; Architectural Design and Engineering Technology; Transportation Services; Agriculture, Food, and Natural Resources; Education; Hospitality, Tourism, and Recreation; and Law and Public Safety, there are no admission criteria for these programs of study. Department high schools will take steps to assure that the lack of English language skills will not be a barrier to admission and participation in CTE programs.

The Department does not tolerate acts of harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Any student who believes that he or she has been subjected to harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion is encouraged to report such harassment. Students and parents may report allegations of discrimination or harassment to the school's administrator or to the Department's Civil Rights Compliance Branch at the address listed below.

The Department is committed to conducting prompt investigations. Support, including counseling and educational resources, will be available to students who are harassed as well as to students found to have engaged in acts of harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion. Students found to have engaged in harassment may be disciplined up to and including suspension if circumstances warrant. Students, parents, and Department staff should work together to prevent harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion.

The Department will not tolerate retaliation for reporting discrimination and/or harassment on the basis of race, color, national origin, ancestry, sex, gender identity, gender expression, sexual orientation, age, disability, and religion, and will take steps to protect those who wish to report the discrimination or harassment.

The Department’s non-discrimination policies and grievance procedures may be located at:
<https://www.hawaiipublicschools.org/ConnectWithUs/Organization/Offices/Pages/CRCO.aspx>

Please direct inquiries regarding Department nondiscrimination policies and/or complaints of prohibited conduct to one of the following Civil Rights Compliance Branch specialists:

Civil Rights Compliance Branch Hawaii State Department of Education 1390 Miller Street, Room 416 Honolulu, HI 96813 (808) 784-6325 or relay CRCB@k12.hi.us	Beth Schimmelfennig, Director Rhonda Wong, Compliance Krysti Sukita, ADA/504 Anna Tsang, Title VI Alphonso Braggs – Diversity, Equity, and Inclusion Blue Kaanehe, Title VII Nicole Isa-Iijima, Title IX Dana Takahara-Dias, Title IX – Gender Equity in Athletics
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Complex Area	Equity Specialist	Telephone and Email
Farrington-Kaiser-Kalani	Lindsay Kukona Pakele	(808) 829-7182 lindsay.kukona_pakele@k12.hi.us
Kaimuki-McKinley-Roosevelt	Marie Neilson	(808) 892-6887 marie.neilson@k12.hi.us
Aiea-Moanalua-Radford	Christina Simpson	(808) 797-7685 christina.simpson@k12.hi.us
Leilehua-Mililani-Waialua	Michael Murakami	(808) 600-9299 michael.murakami@k12.hi.us
Campbell-Kapolei	Nara Sitachitta	(808) 829-7168 nara.sitachitta@k12.hi.us
Pearl City-Waipahu	Shari Dela Cuadra	(808) 629-9114 shari.delacuadra@k12.hi.us
Nanakuli-Waianae	Lance Larsen	(808) 600-9481 lance.larsen@k12.hi.us
Castle-Kahuku	James Nichols	(808) 829-6981 james.h.nichols@k12.hi.us
Kailua-Kalaheo	Flor Williams	(808) 597-6566 flor.williams@k12.hi.us
Hilo-Waiakea	Dee Sugihara	(808) 600-9576 dee.sugihara@k12.hi.us
Honokaa-Kealakehe-Kohala-Konawaena	Vacant	(808) 600-9613 CRCB@k12.hi.us
Kau-Keaau-Pahoa	Moana Hokoana	(808) 373-6750 moana.hokoana@k12.hi.us
Baldwin-Kekaulike-Maui	Vacant	(808) 600-9417 CRCB@k12.hi.us
Hana-Lahainaluna-Lanai-Molokai	Courtney Dennis	(808) 379-6208 courtney.dennis@k12.hi.us
Kapaa-Kauai-Waimea	David Dooley	(808) 379-5299 david.dooley@k12.hi.us

Inquiries concerning discrimination and/or harassment may also be referred to the Office for Civil Rights, United States Department of Education.