



**Atlanta's First and Only Comic, Design & Animation School for Grades 3-12**

Amario's Art Academy for the Gifted & Talented

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Updated January 2020

## Non-discrimination and Title IX notice

Amario's Art Academy for the Gifted and Talented, Inc. is committed to creating and providing a learning, living, and working environment free of discrimination and harassment for all students, faculty, and staff. Discrimination and harassment are contrary to the standards of Amario's Art Academy for the Gifted and Talented, Inc community and goals towards creating an inclusive environment. Discrimination and harassment impedes educational opportunities and equal employment. Discrimination and discriminatory harassment on the basis of any protected characteristic under applicable local, state, or federal law, including protections for those opposing discrimination or participating in any grievance process within the institution, with the Equal Employment Opportunity Commission, and/or other human/civil rights agencies, will not be tolerated.

Protected characteristics include age, citizenship, color, disability, ethnicity, gender expression, gender identity, genetic information, national origin, pregnancy and related conditions, race, religion, sex, sexual orientation, veteran status, and any other characteristic protected by law.

Amario's Art Academy for the Gifted and Talented, Inc does not discriminate against any employee, applicant for employment, student, or applicant for admission on the basis of actual, perceived, or association with people with protected characteristics. This Policy covers nondiscrimination in both employment and access to educational opportunities. Therefore, any member of the Amario's Art Academy for the Gifted and Talented, Inc community whose acts to deny, deprive, unreasonably interfere with, or limit the education or employment, residential and/or social access, benefits, and/or opportunities of any member of the Amario's Art Academy for the Gifted and Talented, Inc community, guest, or visitor on the basis of that person's actual or perceived protected characteristic(s), is in violation of this Policy.

## Accommodations for people with disabilities

In accordance with Section 504 of the Rehabilitation Act of 1973, as well as the Americans with Disabilities Act (ADA), Amario's Art Academy for the Gifted and Talented, Inc., attempts to

make its classes, programs, events and services accessible to everyone. Reasonable accommodations are made for people with disabilities or special needs who request assistance. These accommodations may include:

- relocation of the class, program, event or service, if necessary.
- duplication in an accessible location.
- provision of a comparable substitute at a fully accessible institution
- interim measures authorized by federal law.

If you need assistance to participate in any class, program, event or service offered at Amario's Art Academy for the Gifted and Talented, Inc, please contact us.

## Commitment to equal opportunities

Amario's Art Academy for the Gifted and Talented, Inc upholds the federal Equal Employment Opportunity act and employs individuals based on personal capabilities and qualifications without unlawful discrimination because of race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity or expression, genetics, or any other protected characteristic as established by law.