September 22, 2017

Mr. Gavin,

Please accept this letter and related documentation as Legacy Traditional School – North Valley’s response to the Authority’s September 13th letter.

It is Legacy Traditional School – Nevada’s position that the school both complies with the Title VI of the Civil Rights Act and complies with our approved charter contract. Attached are the State Public Charter School Authority (SPCSA) recommended changes to the original charter application. As you can see on page 11 of the attachment “Legacy Recommendation Rprt\_FINAL.doc”, the SPCSA required the following change to the application’s dress code policy:

*It is possible that an element of the dress code could be perceived by the community as unfairly targeting African-American students who choose to wear their hair naturally (applicant describes locks and afros >1inch as "extreme").  This may be viewed as discriminatory or exclusionary, much like prohibitions on religious headgear or other items have been struck down or seriously curtailed.*

Edits to the policy and full compliance to the SPCSA recommendations can be located in the attached NV Handbook (dress code policy on page 34).

We trust that had the Authority determined our dress code policy was an act of national origin discrimination, we would have been notified in the Recommendation Report.

While we believe our hair policy was in line with the Authority’s expectations we are willing to make additional changes. Our proposed remedy is to recommend the following policy to the Legacy Traditional School Board for their approval:

The Legacy Traditional School Board has granted the site Principal with discretionary authority to accommodate the religious and national origin needs of all students. At the request of parents who can demonstrate religious or national origin rationale that necessitates an accommodation to our policy, the site Principal may require a student to style their hair in such a way that adheres to the school’s dress code policy.  Parents unsatisfied with the site principal decision may make a confidential appeal to the Legacy Traditional School Board. All requests, reasons for requests, accommodations and appeals will remain confidential and not be shared with any persons without a legitimate educational interest.

Finally, it is Legacy Traditional School – Nevada’s position that we are in compliance with NRS 388A.453(6) and accept applications and enroll all student regardless of their race, gender, ethnicity, national origin or disability. As you can see from the attachments provided, both students in question submitted applications and were subsequently enrolled in the school.

We will upload this statement as well as the remaining documents (those with student personally identifiable information) to Epicenter on Friday, September 22, 2017.

Thank you,

Amanda Pratt

Chair, Governing Body

Legacy Traditional School - Nevada