



#### Our mission is to help Riley students IMAGINE their possibilities, BELIEVE in their potential, ACHIEVE at their highest level

5021 Orchard Street | 402-436-1164 | Fax: 402-458-3264 | Riley.LPS.org Jeff Bjorkman, Principal | Molly Trumble, Assistant Principal





#### For Bilingual Liaisons:

#### **Español:**

Por favor llame a este número de teléfono si necesita servicios de intérpretes: 402-436-1938

#### **Russian:**

Если вам требуются услуги переводчика пожалуйста позвоните по телефону: 402-436-1942

#### Vietnamese:

Xin vui lòng gọi về số này nếu qúi vị cần có dịch vụ thông dịch: 402-436-1939

#### **Ukrainian:**

Будь ласка, зателефонуйте за цим номером, якщо вам потрібні послуги перекладу: 402-436-1786

#### Karen:

ဝံသးစူးကိုးလီတဲစိန်ိုဉ်ဂံ၊အဝဲအံးဖဲနမ္နာလိဉ်ဘဉ် ပု၊ကတိုးကိုးထံတ၊အတ၊ဆိဉ်ထွဲမာစာ၊ 402-436-1769

#### **Arabic:**

نرجو الإتصال لي عده الأرقام إذا كنتم مجاحد إلى خدمات الترجمة مخللاب العربية 1715-402-402

# **Table of Contents**

LPS Student Calendar 2025	2
LPS Student Calendar 2026	3
Welcome From Riley Staff	4
Intent of Student Handbook	5
Our mission is to help Riley Students	5
Riley School Improvement Goals	
Riley Hours	6
Riley School Behavior Expectations	6
Supporting Positive Behavior at Riley	9
Mental and Behavioral Health Point of Contact	9
Arrival Times	10
Dismissal Times	10
Dismissal Areas	10
Late Pick Up	11
Drop off and Pick Up	11
Absences	12
Meals	12
Student Use of Telephone	12
Communication	
Contacting your Child's Teacher	14
Communicating Student Progress	
Visitors	
Bullying/Feeling Unsafe at School	15
Title I	16
Parent Involvement Policy	18
Community Learning Center	19
SNAC	19
Notes	20



#### **Please Note:**

All procedures, guidelines and dates outlined in this document are subject to change, based on recommendations and directives issued by the Nebraska Department of Education, the Lincoln Lancaster County Health Department (LLCHD), or other governing body.

# LPS Student Calendar $\cdot 2025$

### **JULY** 2025

S	м	т	w	т	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### **AUGUST** 2025

S	М	Т	W	Т	F	S
					1	2
3	4	5	6	7	8	9
10	11	D	B	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### **SEPTEMBER** 2025

S	М	Т	W	Т	F	S
	1	$\left[ 2 \right]$	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- First Day for K, 6, & 9th Grades
- First Day for 1-5, 7-8, & 10-12th Grades
  - Last Day for Students
  - All Schools Not in Session

### **OCTOBER** 2025

S	м	Т	w	т	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	/14/	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### **NOVEMBER** 2025

S	м	Т	w	Т	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

### **DECEMBER** 2025

S	М	т	W	Т	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Schools Not in Session (Professional Learning/Planning Day)

Quarter Start Dates Quarter End Dates

Calendar Options for Families: The Lincoln Public Schools District understands and appreciates that our community has a wide variety of rich and varied religious celebrations and observances. In the event families recognize these holidays, parents should notify schools. Students will be given excused absences and allowed reasonable opportunities to make up any schoolwork missed. Note: Changes to the calendar may occur as a result of inclement weather or other circumstances. If sufficient school time is lost as a result of calendar changes, and it brings the total number of school hours for the year below the state minimum requirements, the Superintendent will implement a plan for making up this time, which may require additional minutes added to the day, additional days added to the calendar, days previously identified as non-student days re-scheduled as student day, or other appropriate calendar or schedule measures.

LPS Student Calendar  $\dots 2026$ 

### **JANUARY** 2026

S	М	т	W	Т	F	S
				1	$\left[ 2 \right]$	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

### FEBRUARY 2026

s	м	Т	w	т	F	S
1	2	3	4	5	6	7
8	9		11	12	13	14
15	16	/17/	18	19	20	21
22	23	24	25	26	27	28

### **MARCH** 2026

S	М	Т	W	Т	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- First Day for K, 6, & 9th Grades
- First Day for 1-5, 7-8, & 10-12th Grades
  - Last Day for Students
  - All Schools Not in Session

### **APRIL** 2026

S	М	т	w	т	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

### **MAY** 2026

S	м	т	w	Т	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	2	22	23
24	25	26	27	28	29	30
31						

### **JUNE** 2026

S	М	Т	w	Т	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

 $\Box$ 

Schools Not in Session (Professional Learning/Planning Day)

Quarter Start DatesQuarter End Dates

Calendar Options for Families: The Lincoln Public Schools District understands and appreciates that our community has a wide variety of rich and varied religious celebrations and observances. In the event families recognize these holidays, parents should notify schools. Students will be given excused absences and allowed reasonable opportunities to make up any schoolwork missed. Note: Changes to the calendar may occur as a result of inclement weather or other circumstances. If sufficient school time is lost as a result of calendar changes, and it brings the total number of school hours for the year below the state minimum requirements, the Superintendent will implement a plan for making up this time, which may require additional minutes added to the day, additional days added to the calendar, days previously identified as non-student days re-scheduled as student day, or other appropriate calendar or schedule measures.





Dear Students and Families,

Welcome to Riley Elementary School! This handbook has been prepared for all students and parents/guardians in hopes that it will be helpful in answering questions you might have about the policies and practices of our school. Please carefully review the contents of the handbook with your child. If you have questions or concerns not covered in this handbook, please do not hesitate to call the school office at 402-436-1164.

On behalf of the entire staff, we look forward to working together to make this a productive and successful year of learning and growing.

Jeff Bjorkman, Principal and Riley Staff



# **Intent of Student Handbook**

This handbook is intended to be used by students, parents, and staff as a guide to the rules, regulations, and general information about Riley Elementary School. Each student is responsible for becoming familiar with the handbook and knowing the information contained within it. Parents are encouraged to use it as a resource and to assist their child in following the rules.

This handbook includes detailed information on a variety of topics. However, it is not intended to cover every situation and circumstance that may arise during any school day, or school year, and does not create a "contract". The administration reserves the right to make decisions and rule revisions at any time to implement the educational program and to ensure the well-being of all students. The administration will be responsible for interpreting the rules contained in the handbook. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, state and federal statutes and regulations.

Additional information regarding rules, regulations and questions can be found in the LPS Important Information Booklet and the Elementary Common Practices Booklet. These can be viewed at <u>LPS.org/go/important</u>.

# Our mission is to help Riley Students

Imagine their possibilities Believe in their potential Achieve at their highest level



comprehension skills. sense skills.

All Students willAll Students willincrease their readingincrease their number

# **Riley Hours**

Student Hours	9:00 a.m. – 3:38 p.m.
Breakfast	8:30 a.m. – 8:50 p.m.
Office Hours	7:30 a.m. – 4:30 p.m.
Phone Number	402-436-1164
Fax Number	402-458-3264

# **Riley School Behavior Expectations**

Students are responsible, with the support of our staff, to conduct themselves in a manner that will create a safe learning environment at Riley Elementary School. All appropriate behaviors are included in Riley's three simple guidelines for success. We will work together to help our children:



# **Be Safe**

We help everyone feel physically and emotionally secure.



Be Respectful We are considerate and value each other.

Be Responsible We are accountable for all of our actions.

# Arrival/Dismissal

#### Be Safe

- Use sidewalks/crosswalks
- Wait in line in your area
- Backpacks through arms/on backs
- Wear coats on your body

#### Be Responsible

- Wait quietly for directions
- Follow directions of adults
- Follow bus rules

#### Be Respectful

- Always walk
- Keep hands and feet to self
- Use kind words and actions
- Use quiet words until bell rings
- Voices off at the bell
- Return greetings by adults

## Playground

#### Be Safe

- Walk to and from playground
- Stay where adults can see you
- Keep hands and feet to yourself

#### Be Respectful

- Play fairly and follow the game rules
- Include everyone
- Take turns
- Follow adult requests

#### Be Responsible

- Line up right away after signal
- Take care of equipment
- Ask permission to use the restroom
- Wear coats/jackets on your body or tied around waist

# Cafeteria

#### Be Safe

- Carry your tray with two hands
- Chew your food carefully
- Always walk
- Wait at designated spot

#### Be Respectful

- Use indoor quiet voices
- No sharing of food
- Sit on pockets with legs under table
- Use good manners
- Clean up your space

#### Be Responsible

- Find your seat quickly
- Stay in your space
- Raise your hand to be dismissed to do trash and trays-return to seat and wait for dismissal
- Get all supplies before sitting

### **Bathrooms**

#### Be Safe

- Keep your feet on the floor
- Keep the water in the sink
- Turn the water off when you are done
- Take a buddy with you

#### Be Respectful

- Knock on the stall door before entering
- Close the door of the stall when using it
- Use quiet voices

#### Be Responsible

- Aim into the toilet
- Flush the toilet after using
- Wash your hands
- Use only one or two paper towels
- Put paper towel in garbage can
- Return to your room promptly

# Hallways

#### Be Safe

- Stay with your group
- Walk in single file lines behind the student in front and leave the same amount of space between each person
- Keep hands and feet to yourself

#### Be Respectful

- Use quiet feet
- Keep hands off the walls
- No voices

#### Be Responsible

- Go straight to your destination and back
- Stop at stop signs when directed

# **Supporting Positive Behavior at Riley**

We believe that all children have the right to a positive, successful learning climate. Staff and parents can work cooperatively to reinforce students' positive behavior to ensure this type of environment. It is our philosophy that learning appropriate behavior represents a problemsolving opportunity.

At Riley, we focus on our three school rules:

- Be Safe
- Be Respectful
- Be Responsible

All Riley staff members work with students to teach and reinforce the rules and expectations for maintaining our learning environment. Questions specific to your child's grade level or classroom can be directed to the classroom teacher.

Lincoln Public Schools provides physically safe and emotionally secure environments for all students and staff. Positive behaviors, such as nonviolence, cooperation, teamwork, understanding and acceptance of others, are encouraged in the educational program and are required of all staff.

Inappropriate behaviors including, but not limited to, bullying, intimidation and harassment, must be avoided by all students and staff. Strategies and practices are implemented to reinforce positive behaviors and discourage inappropriate behaviors.



# **Mental and Behavioral Health Point of Contact**

Your student's mental health is important to their academic success. If you have concerns about your student's mental or behavioral health, you can contact the social worker at your student's school/program. LPS social workers are licensed mental health practitioners and can help connect you to appropriate mental health or behavioral supports. Go to home.LPS.org/socialworkers/mental-behavioral-health-points-of-contact or scan the QR code.



# **Arrival Times**

- Eating breakfast at school? You may arrive as early as 8:30 a.m.
- Not eating breakfast at school? You may start arriving at 8:45 a.m. and line up with your class in the gym.
- After 9:00 a.m., all students must use the main entrance and check in with the office.

For the safety of students, parents/guardians must come to the office when picking up their child before the regular dismissal time. Office staff will contact the classroom teacher and the student will then be sent to the office. This allows us to make certain we know where children are at all times.

For those students who will be supervised by a sibling who attends a school other than Riley, we ask your help in completing a permission form that says you would like your child to be picked up by an older sibling/student.

# **Dismissal Times**

- Teachers will escort all students out their designated exit door following the 3:38 p.m. dismissal.
- All students must go directly home, to daycare, or to a school sanctioned activity after dismissal.
- Campus (including playground) is closed until 6:00 p.m. except for use with school activities or CLC program.

# **Dismissal Areas**

- Students participating in CLC will go to the CLC room
- Participants in school sponsored activities will meet their supervisor in a designated room.
- Parents should arrange to pick up their child(ren) outside at the same location each day.
- Students staying after school must exit with the class and return with their teacher.
- Students staying after school for longer than 10 minutes will notify parents by phone.
- Students will not be allowed to play on the playground while waiting for rides after school.

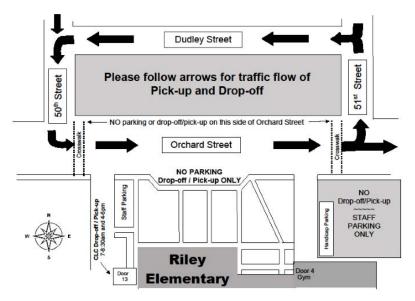
# Late Pick Up

- Parents must come to the Office and sign out students not picked up by 4:00 p.m. Children will not be allowed to wait outside or go to cars without an adult picking them up.
- Police may be called when children are not picked up by 4:00 p.m. and the office has not received a phone call.

# **Drop off and Pick Up**

- Front street loading zone is for pick up and drop off only. **NO PARKING IS ALLOWED.** The loading zone is for flow-through traffic only.
- If you want to come up to the building and wait for your child you will need to park on one of the side streets and walk over to the building.
- The staff parking lot is off limits for drop off or pick up except for families with a need for handicap accessible parking for entering the building. **Please do not enter the parking lot.** It is unsafe for the students walking on the sidewalk.

Your compliance with this traffic plan will be appreciated. We need to work together to ensure a safe entrance and exit each day for all of our Riley Students.



# Lunch Times

Absences

verify the absence.

Meals

GRADE	LUNCH
Kindergarten	11:10 - 11:40
First Grade	11:50 - 12:20
Second Grade	12:50 - 1:20
Third Grade	11:30 - 12:00
Fourth Grade	12:10 - 12:40
Fifth Grade	12:30 - 1:00

**Breakfast Times** 

Breakfast is served from 8:30 – 8:50 a.m.

### Cost

For the 2025-26 school year, Riley Elementary is a CEP school. CEP stands for Community Eligibility Provision, a special USDA meals option for schools with a high percentage of free lunch enrollment. ALL students at Riley will receive free breakfast and lunch in 2025-26.

If your child is unable to attend school, please call the school office at 402-436-1164, or enter the information on ParentVUE. Unless the school is notified, a call will be made to your home or place of work to

Please note – extras such as milk for a sack lunch from home or seconds will be charged at regular prices.

### Lunch Guests

Please arrive about 5 minutes early and check in at the main office.

# **Student Use of Telephone**

Students are permitted to call home with permission from the classroom teacher. The student phone is located in the office. Students are asked to make after school plans before leaving home in the morning. If cell phones are brought to school, they should be kept in the backpack, locker or staff designated location.

# Communication

Communication between school and home is very important. At Riley, we really want to help families stay connected with what is happening at school. The following methods of communication are some of ways we will work to help families know what is coming up.

## **Riley Ram Friday Folders**

Typically, school news will be sent home via Riley Ram Friday Folders. Please return the folder on Monday including any notes to your child's teacher. General information will be sent home with the oldest child in the family attending Riley.

### **School Newsletter**

The Riley Newsletter contains announcements, information, school events, etc. This newsletter will be sent home via email.

### **Community News**

Community News is a newspaper distributed by Lincoln Public Schools, free to all elementary students the first week of every month from September through May.

### **School Website**

Information is regularly updated on our website: Riley.LPS.org

### **ParentVUE**

Parents can access communications, attendance information and more through ParentVUE.

### **School Messenger**

This district-wide communication system sends school and district emails, texts and phone calls to families with important information.

Please be sure the school has your updated phone number and email address.

### Facebook

Check out school happenings on our Facebook Page! Like us at *facebook.com/RileyElementary* 

# **Contacting your Child's Teacher**

Parents/Guardians are encouraged to call or email their child's classroom teacher when questions arise that can be handled with a brief discussion. For involved problems such as student evaluation, curriculum concerns and school policy, a parent-teacher conference, rather than a conversation by telephone/email, is encouraged.

# **Communicating Student Progress**

# **Report Cards and Parent-Teacher Conferences**

Lincoln Board of Education states (Policy 6570) that "student progress will be reported formally to parents/guardians at least four times each year". Information about elementary student progress is reported in four areas:

- 1. Progress through district curriculum objectives
- 2. Performance in assigned curriculum level
- 3. Effort
- 4. Use of effective learning or study skills

### Parent Teacher Conferences:

- Thursday, September 25, 2025
- Tuesday, September 30, 2025
- Tuesday, February 10, 2026
- Thursday, February 12, 2026

# Visitors

We are pleased to have you visit school and we welcome you to Riley. We are proud of what teachers and children are doing and happy to have you observe. Research supports that parental interest has a positive correlation with student achievement. Quality learning and instruction are the desired outcomes of the following guidelines:

- 1. Parents and legal guardians may visit. Shorter visits are best. Visitations to classrooms of 20-30 minutes will tell you the most and be the best for students and teachers.
- 2. As a courtesy, parents/guardians should let teachers know they'd like to visit. If you are interested in observing a certain area of the curriculum, the teacher will help you know the correct time.

- 3. We ask that other children not attend school as visitors to the classroom. They are welcome at school events and in the lunchroom.
- 4. To ensure the safety of your child, all visitors are required to check in at the front door. Each person will be given an ID badge to wear during his or her visit. All other outside doors are locked during the school day.

# **Bullying/Feeling Unsafe at School**

If you feel that your child is being bullied by peers, please contact your child's teacher or the building principal, Jeff Bjorkman. All reported incidences of bullying/unsafe behavior will follow the protocol outlined in Lincoln Public Schools Board Policy 5482: Anti-Bullying Policy.

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

In order to be considered bullying, the behavior will include:

- Imbalance of Power: Kids who bully use their power-such as physical strength, access to embarrassing information, or popularity-to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.
- Hurtful aggressive physical and/or verbal behavior.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

As an added prevention piece, please help your child identify adults in the building who they can talk to if they feel that they are being bullied or are in an unsafe situation. These people may include, but are not limited to, their teacher, the administrator, school counselor, school psychologist, school social worker or any other adult in the building that they have built a positive relationship with.

Students are taught about what bullying looks like and sounds like, along with how to advocate for themselves through the District's Second Step program.

# Title I

# **Riley School-Parent Learning Compact**

Riley's Building goal is to increase academic achievement for each student through effective teaching and learning. Students, teachers and parents working together toward that goal is the key to our success.

#### As Riley Staff, we will:

- Respectfully and accurately inform parents of their child's progress in a timely manner through parent-teacher conferences, quarterly progress reports sent home, and other means of ongoing communication
- Communicate expectations clearly with children and their parents
- Provide ways for families to discuss their child's achievement
- Build and maintain a trusting relationship with every family in the class
- Make certain every student gets the help he/she needs as soon as it's needed
- Maintain and foster high standards of academic achievement by participating in professional growth opportunities
- Hold high expectations while respecting the diversity and abilities of all students, their families, staff and myself
- Enforce school and classroom rules fairly and consistently
- Send home learning materials in reading and math
- Foster access for families to volunteer, participate, or observe within their child's classroom
- Believe that all children can learn and can achieve individual excellence

#### As a Riley Student, I will:

- Be at school on time and ready to learn by 9:00
- Ask for help from my teacher and family if I am having trouble doing my work
- Respect the cultural differences of other students and their families
- Take responsibility and accept accountability for my own behavior
- Come to school prepared and ready to learn with my school- work completed

- Work on my math and reading skills at home, using the materials my teacher sends home
- Read on my own or with my family daily
- Show pride and respect for myself, my school and others
- Treat school property and school resources with care and respect
- Be a responsible user of technology
- Believe that I can learn and will learn

#### As a Riley Parent, I will:

- See that my child attends school regularly and on time (9:00-3:38)
- Regularly monitor my child's progress and let their teacher know right away if I notice any problems
- Communicate with my child and the school to support and challenge my child so they can reach their fullest potential
- Participate in decisions related to the education of my child and their positive use of extracurricular time
- Respect the cultural differences of other students and their families
- Support staff in maintaining high expectations for academic achievement and positive discipline
- Make certain my child competes their homework and returns it to school on time
- Use reading and math materials the school sends home to help my child
- Talk with my child about his/her school activities daily
- Encourage my child to read at home and/or read with them daily
- Monitor my child's TV viewing, use of electronic/video games and the internet
- Volunteer in my child's classroom whenever possible

# **Parent Involvement Policy**

#### Riley Elementary School Title I Parent Involvement Policy

Riley Elementary recognizes the importance of parent involvement in student success. Collaboration between parents, school staff and the community is essential to accomplish this goal. To provide opportunities for this partnership, Riley Elementary will do the following:

- 1. The School Improvement Plan/Title I Plan will be shared at a parent meeting. Parents are encouraged to make suggestions for changes. The School Improvement Team will review the suggestions and respond if needed.
- 2. The Parent Involvement Policy will be included in the handbook given to each family at the beginning of the school year.
- 3. A Title I Annual Parent Meeting will be held each school year. During this meeting, Title I will be explained.
- Parents are involved in the planning, reviewing and improvement of the Parent Policy and School-Parent Compact at our annual Title I parent meeting.
- 5. A survey will be sent to families each year to help evaluated the effectiveness of the school's communication, the opportunities available to students and their families and to help make recommendations for next year.
- Parents will be informed about the Title I program, school events, curriculum and family engagement nights through School Messenger and the Riley website.
- 7. Monthly opportunities for parents/families will include:
  - · SNAC (School Neighborhood Advisory Council) Meetings
  - · Curriculum Nights
  - · Family Engagement Nights
  - · Parent-Teacher Conferences
- 8. Information about after school clubs will be sent home in Friday Folders.
- 9. Information about curriculum and assessments will be provided in a language the parents can understand. Bilingual liaisons will be used as needed for conferences and parent meetings.

- 10. Parents are welcome to volunteer at school, both during the day and at after school and evening events. Parents wishing to volunteer will need to fill out the district volunteer form at <u>LPS.org</u>.
- 11. Parents will be asked to attend at least two conferences with their child's teacher. These are scheduled in the fall and the spring.

# **Community Learning Center**

# **Family Service**

Family Service provides before and after school care for kindergarten through fifth grade students.

Students will be dropped off /picked up at Door #13 on the west side. Hours are 7:00 – 9:00 a.m. and 3:38 – 5:45 p.m.

Please call 441-7949 for registration information and fee schedule.

# Academic and Enrichment Clubs

Throughout the school year, a variety of interest clubs and activities are sponsored by the Riley Community Learning Center. Club and registration information will be sent home with students. Additional activities available to students (some for only designated grade levels) include chorus, band and orchestra. Other clubs and activities may be organized to address special interests of students and staff.

# **SNAC**

### (School Neighborhood Advisory Council)

All parents and teachers are welcome to join this group and come to any SNAC meeting. Dates of the SNAC meetings will available at the beginning of the school year.

## Lost and Found

Lost items are placed in the Lost and Found area. Whenever possible, PLEASE LABEL YOUR CHILD'S BELONGINGS. Encourage your child to check the lost and found periodically. Items not claimed by semester break and at the end of the school year are donated to a local charity.

# Notes



#### LINCOLN BOARD OF EDUCATION 5905 O Street • Lincoln, NE 68510



Barbara Baier John Goodwin

Marilyn Johnson-Farr Mara Krivohlavek Pi Annie Mumgaard John Skretta, Interim Superintendent

Bob Rauner Piyush Srivastav

5/25

The Lincoln Public School District does not discriminate on the basis of race, color, national origin, religion, sex, marital status, sexual orientation, disability, age, pregnancy, childbirth or related medical condition, genetic information, citizenship status or economic status in its programs, activities and employment.