

Incredible Kid Academy  
1255 Oxford Rd  
New Oxford PA 17350

SUBJECT: Nondiscrimination in Services

TO: Parents/Families/Legal Guardians

FROM: Nina Nelson, Director

Admissions, the provisions of services and referrals of clients shall be made without regards to race, color, religious creed, disability, ancestry, national origin (including limited English proficiency), age or sex.

Program Services shall be made accessible to eligible persons with disabilities through the most practical and economically feasible methods available. These methods include, but not limited to, equipment redesign, provision of aides and the use of alternative service delivery locations. Structural modifications shall be considered only as last resort among available methods

Any parent/family/legal guardian, who believes they have been discriminated against, may file a complaint with:

Incredible Kid Academy LLC  
1255 Oxford Road  
New Oxford, PA 17350  
Attn: Mr. Joshua C. Nelson, Owner

PA Human Relations Commission  
Harrisburg Regional Office  
333 Market Street, 8<sup>th</sup> Floor  
Harrisburg, PA 17101

Commonwealth of Pennsylvania  
Department of Human Services  
Bureau of Equal Opportunity  
Room 225, Health & Welfare Building  
P.O. Box 2675  
Harrisburg, PA 17110

U.S. Department of Health Services  
Office for Civil Rights  
Suite 372, Public Ledger Building  
150 South Independent Mall West  
Philadelphia, PA 19106

If you have any questions or need immediate assistance, please feel free to contact me directly.

Josh Nelson (Owner)

Cell: 717-752-5295