



disability, or age. A statement of nondiscrimination shall be included on publications and other materials that are distributed to ~~or~~ accessible by students, parents, applicants, beneficiaries, employees, unions, or professional organizations holding collective bargaining or professional agreements with the district and other interested parties. As noted above, an English and Spanish version of a sample public notification form, which includes all required elements for complying with this requirement, may be downloaded from the [TEA Methods of Administration \(MOA\) Guidance](#).