

Astoria News

Volume 1

September 2016

Sanders' Scholarly Statements!

Astoria Park
Homepage

Office Phone (850) 488-4673

Click Here for School Calendar

Astoria Park Elementary

2465 Atlas Rd Tallahassee, FL 32303 Hello Parents and Supporters of Our School Mission!

The school year is off to a **SUPER** start! Whether you are veteran parents with children returning or joining us for the first time, the start of a new school year is always filled with excitement.



We look forward to educating and engaging your child this school year. We are excited about learning and making excellent choices.

Learning the grade level standards and being an exceptional citizen are paramount for our young scholars to excel. Therefore, fostering an effective home-school relationship is **ABSOLUTELY ESSENTIAL** for a student's success. We recognize that parent-school communication is vital to the success of our students. One of our goals is to increase and improve communications with parents. We have partnered with the School Communications Agency to meet this goal. This company was started by parents and is led by parents who understand the importance of our school community relationship. Best of all, there is no cost to our school for the service they provide. To pay for publication costs, they offer space to sponsors in our newsletter and give the school a check with a 50% share going directly to our school each month. This may be the easiest way we ever raise funds for our school!

Continued...



Sponsorship Space

Available Here!

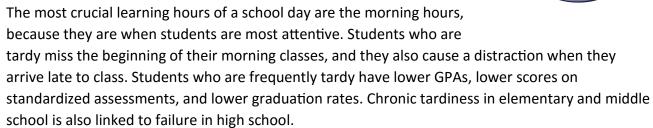
To learn more contact TSCA 970.239.1641

Sanders' Scholarly Statements, continued...

The Importance of Being on Time

ASTORIA PARK HAS A NEW START TIME

– SCHOOL BEGINS AT 8:15 AM





Regular Supervision begins at 7:45. Breakfast is 7:50 – 8:10. Please be on time!

Being on time:

- Demonstrates that you are diligent and dependable.
- Indicates that you honor your commitments and you can be trusted.
- Shows that you have respect for other people and that you care as much about their time as your own.
- Sets a good example for your children and others who look up to you.
- Builds self-confidence and success.

One of the common attributes of all successful people is that they view their time as a precious resource. When you are late for appointments with people who value their time, you will have wasted one of their most valuable assets and there is a good chance they will view you as rude, irresponsible and disrespectful. Is this how you want to brand yourself? Of course not! You are a Panther of excellence!

After School Supervision: School Board Policy states that supervision ends at 3:20 pm. Please adhere to this policy and pick up your precious gems by 3:20 each day. Thank you!!

Continued...



Sponsorship Space
Available Here!

To learn more contact TSCA 970.239.1641



<u>Sponsorship</u> Space Available Here!

To learn more contact TSCA 970.239.1641

Astoria News Page 3

Sanders' Scholarly Statements, continued...

Parent-Student-Teacher Contract: Please make sure that you and your child read, sign and return the Parent-Student-Teacher Contract (see attached Contract). It is imperative that you as the parent, your child and the teacher adhere to the guidelines in this contract. I have also signed the contract and expect all stakeholders to strive for success in every area!

Safety is Our Highest Priority: At Astoria Park, the safety of our students is our highest priority. In order to make sure that all of our students arrive and depart from school safely, we need your assistance in following the school procedures. Parents are asked to drop off and pick up your students in the drop off zone which is in the front of the school and NOT in the bus loading zone. We are asking that you DO NOT park or enter in the bus loading zone because it is not safe! This can create a safety issue for our students. Thank you for your observance of this important safety issue.

Please Walk Your Child(ren) Across the

Parking Lot: Please be sure to walk your child across the parking during AM arrival and PM dismissal. Your child's safety is a priority. Dropping them off at the side of the road and voicing them over is not acceptable. Your children are truly worth the extra few seconds.

Dads Take Your Child To School Day: On Wednesday, September 28th, all dads and father-figures are encouraged to bring their children to school that morning. We will have a special treat for all of our dads on that morning. See you there!

Open Communication: Sharing of information between the school and parent is essential. We invite all parents to sign up for our listserv. It is an easy way to receive up to the minute information and reminders about school events. Our website is also a fabulous way to keep informed about school wide happenings. To access specific information on your child's school progress, we encourage you to use the Leon County School's Parent Portal. Parent Portal information letters are given at Open House. Additionally, as safety still remains our number one priority, we ask that parents return the purple clinic cards and emergency information verification sheets. We are required to ask you for this information on an annual basis. It is very important that we have correct information to contact you in the event of an emergency.

Progress Alerts: Parents, it is important that you take time out to talk with your child's teacher about his or her progress. **PROGRESS ALERTS GO HOME ON Wednesday, September 14**th. We hope your child's progress reports are to your liking. Parents, you are encouraged to make immediate contact with your child's teacher if progress reports were not desirable. All teachers are planning conferences and want you to know what is expected from your child. Students are expected to master all of the Florida State Standards for their grade level. Mastery is defined as 70 percent proficiency on each benchmark. You should know where your child stands at all times. Please inquire which benchmarks your child has mastered and which benchmarks they need to work on. This is extremely important!

Sanders' Scholarly Statements, continued...

Seat Belts: Children are required to be properly secured in a safety belt or booster seat. We have asked parents to make sure this is occurring regularly. Law enforcement will be visiting the school to assist us in enforcing this. Please help us keep your child safe.

No Cell Phone Zone: Parents and visitors are asked to cease all cell phone calls as they drive their vehicle through the student pick-up and drop-off area. We want drivers to be as focused as they possibly can be. If a call is urgent, we ask that you use the speaker option on your cell phones.

Title I - Parent Involvement Quick Tips: Tackling Homework

When it comes to homework, your role is to create an environment where your child can succeed, not to do the homework for him/her.

Here are some suggestions that may help:

Have a child use an assignment notebook where he writes what is required of him each day.

Teach your child to review work frequently.

Have a large planning calendar so your child can jot down assignments that are due later in the week or month.

Establish a regular time and place for doing homework.

Hang on to old quizzes to help review for future tests. Source: Parent Resource Newsletter

Please help us in making this an enjoyable and successful school year for everyone! We look forward to creating and maintaining a learning partnership that will promote the academic, social, emotional, and physical development of our students and support our school improvement plan goals. Please review this newsletter carefully as it contains useful information you may utilize throughout the 2016-2017 school year. If you have any questions or wish to discuss any school issues, please contact us at 488-4673. #AstoriaParkMindset

In service for you,

Marsha Glover Sanders, Ph.D.

Marsha Glover Sanders

Principal

Pepe's Positive Points!

Welcome to 2016 – 2017. This year our Panthers are choosing to be GREAT! I have included a few important reminders and items of interest in the newsletter. Feel free to contact me at 488-4673 if you have any questions or if I can be of service to you and your children in any way.



Sincerely,

Jean for

Jean Pepe

Assistant Principal

ASTORIA PARK STUDENTS ARE #1



Panther Pride



Welcome Back Panthers!

P.R.I.D.F

We are very excited to continue with our Positive Behavior Support (PBS/Panthers P.R.I.D.E.) Program. For the month of September, students are required to have 40 P.R.I.D.E. punches in order to attend our school wide event. We look forward to having a wonderful celebration!!!

- P Positive Actions (honor and self-respect; a sense of personal worth)
- R Responsible Behaviors (being accountable for one's actions and decisions)
- I Integrity (the act of being honest)
- D Dedication (take ownership and follow through on given responsibilities)
- E Excellence (being the best you can be in all areas)

Students can earn P.R.I.D.E bucks from faculty and staff for demonstrating these expected behaviors at school and on the bus. Students turn in their bucks to their teachers in order to complete their punch cards or point totals. Students that earn the required amount of punches or points each month are able to participate in our monthly P.R.I.D.E celebrations. You can support this program at home by simply reinforcing our P.R.I.D.E expectations with your children.

Home of the Panthers!

Fourth Grade News

- Details about our St. Augustine field trip will be discussed at open house on 9/8/16
- 4th Grade T-Shirts are \$8.00



Accelerated Reader & Fluent Math At Home

- Your child MUST read for at least 20 mins each night
- Reading and Math Homework will always be given on Mondays. (Tuesdays if there is no school).
 ALL HW is due on Fridays.
- Login to the Wonders Website and Thinkcentral (GO Math) to view the textbook and play online games. The links can be found on Astoria Park's Webpage under "Student Resources"

Please check your child's backpack daily for important letters or information that we send home.

Multiplication is the foundation for MANY skills that will be covered this year. It is very important that your child is **fluent** in the basic multiplication facts.

To be fluent means that they can recall their multiplication facts automatically and quickly. Pleased allow your child to practice basic multiplication facts through flashcards, workbooks, websites, or gaming apps!!

Reading to Children

 \odot

Children of all ages enjoy having books read to them by adults. Most parents read to

Young children and then stop when children begin to read to themselves. Grow with your children. Continue reading to them as they grow older, moving from picture books to longer stories to novels.

Establish a regular time for reading in your home. Make the time enjoyable for all. Find a comfortable spot where you are not interrupted by T.V. noise in the background. Read with expression so your children will want to hear more.

There are endless numbers of good books to choose from. Let children help choose interesting books. Encourage questions or comments and discuss what has been read. For variety, older children may do some reading or read to younger sibling.

Dress Code

Students who are neatly dressed and who take pride in their personal appearance are usually successful academically and tend to conduct themselves in a productive manner. *Parents are asked to check the attire of their children before they leave the house to ensure compliance with the school dress code. Direct your child not to change into someone else's clothes at school.*

Students are expected to come to school with proper attention having been given to personal cleanliness, grooming, and neatness of dress.



- •Appropriate footwear must be worn at all times. Inappropriate footwear includes, but is not limited to the following: bedroom shoes, beach shoes, flip flops, shower shoes, high heels, and shoes with cleats, skates, roller blades, wheelies or heelies. This is especially important on P.E. Days. Please have students wear sneakers so they will not injure themselves.
- ◆Dresses, skirts, shorts, etc. must be of an appropriate length (with arms extended to sides, clothing must be longer than fingertips).
- ◆Undergarments **should not** be visible. Belts must be worn if necessary to keep pants at **waist** level.
- ◆Midriff tops and those with spaghetti straps are inappropriate attire. Sleeveless tank tops with enlarged armholes are inappropriate.
- ♦No hats, sweatbands, toboggans, bandanas, hoods, socks, skull or stocking caps, hair netting, visors, etc. on boys or girls can be worn in the building.
- ♦ Offensive language, gestures or slogans printed on clothes or clothing promoting alcoholic beverages, tobacco products and/or drugs, or sexual or violent overtones will not be allowed.

Clothing, jewelry, buttons, key chains or any other items that can be distracting to the educational process cannot be worn.

Lost and Found

We encourage parents to mark children's belongings with permanent ink. Every effort will be made to return items. Lost and found items are kept in the storage bins located in the center hallway. Students and parents are encouraged to check lost and found as soon as an item is missing. Unclaimed items are donated to local charities on a regular basis.

Telephone Communication and Dismissal Changes

Please limit your phone messages for children to those of an emergency nature only. Take care of routine matters before your child leaves home each morning. It is especially important to let your child, and your child's teacher, know how they are to get home in case of rain or severe weather. Afternoon dismissal is an exciting time for students. Keeping a regular routine for dismissing helps students feel safe and secure. Phone calls to the front office on the day of a dismissal change should be done for unexpected and/or emergencies only. We must receive these phone calls by 2:30 in order to ensure enough time to deliver the messages directly to the teacher.

In consideration of you, we do not allow children to call parents to request that a "friend" come home for the afternoon. We encourage children to "plan ahead" and feel that arrangements of this nature should be taken care of between parents and children the evening before.

Please <u>do not</u> call the school after 2:30 p.m. with a message for another way for your child(ren) to go home. When parents wait until after 2:30 p.m. to call, we can't get the message to everyone. Please call earlier in the day for all concerned.

Please make sure that your child knows how to get home when it is raining without using the telephone. When a vast number of students use the telephone it ties up all the lines and we can't make any calls.



The equation that counts!

PTO

Volunteer Corner

If you have not done so already, please submit your 2016/2017 Volunteer Application online for processing purposes. You must have a completed application online. Please contact Mrs. Tamara James, Volunteer Coordinator, via email @ TMJ1288@gmail.com.

Facebook Page

Astoria Park Elementary School's PTO is currently on Facebook! Please feel free to "like" our page at Astoria Park Elementary School PTO. There is always good information available to you on our page and we would love for you to join!



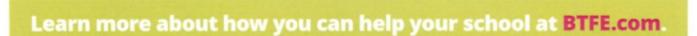
Welcome back to school, parents!

This year, our school will be participating in the Box Tops for Education™ program. My name is Tashena Lafleur and I'm thrilled to be the Box Tops Coordinator for Astoria Park Elelmentary. Clipping Box Tops is an easy way for you to help our school buy what it needs. Box Tops are each worth 10¢ and they quickly add up to real cash for our school. This school year, our school's earnings goal is \$1500.

To help our school, just look for pink Box Tops on products, clip them, and send them to school. For more information on the Box Tops for Education program, including a list of participating products and our school's progress, visit www.BTFE.com. Be sure to become a member to receive exclusive coupons and recipes and learn about extra ways for our school to earn.

I hope you're excited for everything we can do this year with Box Tops! If you have any questions, please don't hesitate to contact me at Lafleur18@hotmail.com. I'm here to make our school's Box Tops for Education program a huge success this year with your help.

Thanks for your help!





Your school needs YOU!

You can make a difference in your school—become a **Box Tops for Education volunteer**.

Sign up here if you are interested in becoming a volunteer.

SIGN UP HERE

	Name	Phone Number	Email Address
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Astoría News Page 11



Astoria Park Elementary School

2465 Atlas Road Tallahassee, FL 32303 850-488-4673 850-922-4174 - Fax DR. MARSHA SANDERS Principal

MS. JEAN PEPE Assistant Principal

August 18, 2016

Dear Parent(s) and Guardian(s):

If you are planning on attending any field trips or school functions with your child or children, each parent or guardian will need to complete a volunteer application. Please do not wait until the last minute to complete this task because the process takes up to two weeks or longer for processing.

(Our school receives points for the hours each parent has volunteered.) We need all parents and guardians to complete this application so we can receive the points we deserve. When Volunteering, you will be able to help with blue pop, pride parties, honor roll parties, chili cookoff, Christmas shop, book fairs, or even assist in the classroom.

Each parent or guardian will need to go https://volunteers.leonschools.net to complete the volunteer application. When completing the application, please make sure all lines are completely filled in and make sure you hit the submit button. After this process, you will see a message which says your application has been submitted. If you do not get this message, then your application was not submitted.

Everybody must complete a volunteer application each year. This a county policy and **No Exceptions** will be permitted!

The Volunteer Coordinator and the PTO committee are looking forward to a great school year and working with each of our wonderful parents. If you have any questions about volunteering, please contact Mrs. Tamara James, Volunteer Coordinator @ TMJ1288@gmail.com.

Thank you,

Tamara James Volunteer Coordinator

2016 School Public Accountability Report SPAR

School Improvement and Accountability are important elements in the success of Leon County Schools. Each school has an Advisory Council who approves the Schools Improvement Plans that guide improvement activities throughout the year. These plans reflect state and local goals, policies, and requirements. Public School Accountability is one way that the state and district communicates the progress that each school is making toward all students reaching the highest academic standards. The data in the report allows parents/guardians, community and staff to be informed of the schools' successes and areas needing improvement.



Please take a few minutes to review your School Public Accountability Report at: http://sharepoint.leon.k12.fl.us/spar/default.aspx and http://doeweb-prd.doe.state.fl.us/eds/nclbspar/index.cfm.

Hard copies are available upon request at your school's office or the District's School Improvement Office. If you have any questions, contact the school's principal or the office of school improvement at (850) 487-7839.

LCS Policy 2261.02 - TITLE I - PARENTS' RIGHT TO KNOW

In accordance with the requirement of Section 1111 of Title I, for each school receiving Title I funds, the Superintendent shall make sure that all parents of students in that school are notified that they may request, and the District will provide the following information on the student's classroom teachers:

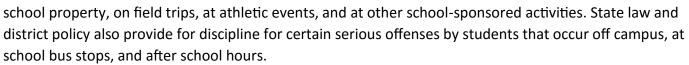
- A. Whether the teacher(s) have met the State qualification and licensing criteria for the grade level and subject areas they are teaching.
- B. Whether the teacher(s) is teaching under any emergency or provisional status in which the State requirements have been waived.
- C. The undergraduate major of the teacher(s) and the area of study and any certificates for any graduate degrees earned.
- D.The qualifications of any paraprofessionals providing services to their child (ren).
- E. In addition, the parents shall be provided:
 - 1. information on the level of achievement of their child(ren) on the required State academic assessments;
 - 2. timely notice if the student is assigned to a teacher who is not "highly qualified" as required, or if the student is taught for more than four (4) weeks by a teacher who is not "highly qualified;
 - 3. the notices and information shall be provided in an understandable format, and to the extent practiceable.20 U.S.C. 6311, Elementary and Secondary Education Act of 1965, 34 C.F.R. Part 200 et seq., and
 - 4. Leon County School (LCS) Policies: LCS 2261.01, LCS Policy 2111, LCS Policy 1600, LCS Policy 2520, LCS Policy 2261.03 and our school's Title I Plan, Parent Involvement Plan, and Staff Development.

2016 School Public Accountability Report SPAR, continued...

Copies of all school plans' are available for viewing on the school's website or hard copies are available in the front office, upon request. You are encouraged to submit feedback and suggestions to the school's principal.

LCS Policy 5500 - Student Code of Conduct

This *Code of Conduct* applies to all students in the district. It applies to activities at school, on school buses or other



http://www.neola.com/leon-fl/

LCS 2261.01 – Parent Participation in Title I Programs Compact/Contract

As a component of the school-level parent involvement policy/plan, each school jointly develops with parents, a school-parent compact/contract that outlines how parents, the entire school staff, and students will share the responsibility for student academic achievement.

http://www.neola.com/leon-fl/



<u>Sponsorship</u> Space Available Here!

To learn more contact TSCA 970.239.1641

Parent Do's and Don'ts about Head Lice

Pediculosis (head lice) is one of the most common communicable childhood diseases. Early detection and intervention are important to prevent new outbreaks, especially in group settings, such as school. The Leon County School District has an informative handout for parents called "Simple Answers about a Common Problem: Head Lice." Please ask the school for a copy of this handout if you would like more information. In the meantime, here are some *Do's* and *Dont's* regarding head lice:

Do: Teach your child not to share hats, combs, hair ribbons, or jackets with their friends.

Do: Watch for symptoms and check your child's head regularly for lice and nits.

Do: Learn how to identify, how to treat, and how to prevent lice from coming back.

Do: Check with your child's school for more information regarding head lice, and/or instructions on how to check your child for head lice.

Do: Notify your child's school as soon as possible if your child has head lice, even if it was over the weekend and you have already treated your child.

Do: If your child has head lice, treat right away with a special lice shampoo, and re-treat in 7-10 days. Check with your child's doctor for recommendations

Do: Persevere in removing all nits from your child's head, in order to prevent a recurrence. (There are special nit combs for this purpose.) An entertaining video may help keep your child occupied during this time.

Do: Realize that Leon County Schools has a "No Nit" policy, which requires that children not return to school until they have been treated and no lice or nits are seen.

Don't panic or be embarrassed if your child has head lice.

Don't lose diligence in removing the nits. One live egg can result in re-infestation approximately two weeks later.

Don't place blame, but rather focus your energies on education and treatment.

Don't shave your child's head for the sole purpose of preventing or treating head lice. Also, while short hair can be more readily searched for lice and eggs, it does not make your child less vulnerable to infestation.

Don't use head lice insecticidal sprays to treat the environment. They are unsafe and ineffective.

Leon County Schools Health & Nursing Services is responsible for appraising, protecting and promoting the health of students. The office can be reached at 487-7184



Keeping Kids Home from School: A Parents Guide

Early in the morning it is often difficult to make a decision about whether or not your child is sick enough to stay home from school. With minor symptoms you often cannot tell whether s/he is going to get better or worse during the course of the day. Please remember the school clinic is managed by non-nursing staff. The school health assistant is not a nurse and has been trained regarding the guidelines for school attendance. Please read the guidelines below when determining if your child should attend school or stay home:

The main reasons for keeping your child home are:

- if s/he's too sick to be comfortable at school or participate in educational activities
- if s/he might spread a contagious disease to other children

As a rule of thumb, a child should stay home if there is:

- fever of 100°F
- vomiting
- diarrhea
- frequent cough
- persistent pain (ear, stomach, head, etc.)
- widespread rash

Most of these problems need to be discussed with your child's pediatrician to determine if an office visit is needed.

The following guidelines may help in your decision process:

- Runny nose- is the way many children respond to pollen, dust or a cold virus. <u>Minor</u> cold or allergy symptoms should not be a reason to miss school. Many healthy children have as many as six colds per year, especially in the early school years. A child should stay home if he is too uncomfortable to complete his work and participate in other school activities.
- Coughing- especially if it is persistent during the day, can indicate a worsening of cold or allergy symptoms. It
 may be a sign of a secondary infection (sinusitis, pneumonia), which may require medical treatment. It may also
 indicate mild asthma. If your child's cough is worse than you might expect with a common cold, you need to
 consult your child's doctor. You should do so immediately if the child is not acting normal, has a fever, or has any
 difficulty breathing.
- Diarrhea and vomiting- make children uncomfortable. It could be very uncomfortable and embarrassing for your child to have another episode while in school. A child should be symptom-free for 24 hours and be able to hold down food and fluids before returning to school.
- Fever- (100°F or higher) is an important symptom especially when it occurs along with a sore throat, nausea or a rash. Your child could have a contagious illness, which could be passed to classmates and teachers. While you can treat the fever, and usually make the child feel better temporarily, the cause of the fever (and the risk of passing it to others) is still there. Children with fever should stay home until there is no fever for 24 hours (without taking Tylenol, Motrin, Advil, etc.).
- Sore throat- consult your child's physician for advice regarding diagnosis and treatment. A child should stay
 home if he is too uncomfortable to complete his work and participate in other school activities. If diagnosed with
 strep throat, a child may NOT return to school until 24-48 hours after the first dose of antibiotics was
 given and is fever-free.
- Pinkeye, or conjunctivitis- can be caused by a virus, bacteria or allergy. The first two are very contagious. The
 eye will be reddened and a cloudy or yellow discharge is usually present. The eye may be sensitive to light.
 Consult with your child's doctor to see if antibiotic eye drops are needed. Again, the child should stay home
 until symptoms subside and he has been on antibiotic eye drops at least 24 hours or until the doctor
 recommends the child return to school.
- Middle ear infections- can cause great discomfort and often fever, but are not contagious to others. The child should see his doctor for diagnosis and treatment and should stay at home if he has fever or pain.
- Flu- is a contagious virus that usually occurs in the winter months. Symptoms include body aches, high fever, chills, congestion, sore throat, and, in some children, vomiting. The child should stay home until these symptoms improve, usually five to seven days. Consult your child's doctor for treatment suggestions to make your child more comfortable.
- Skin Infection can be a staph or strep infection that creates a red, oozing blister-like area that can appear
 anywhere on the body. It can be passed to others by direct contact. Consult your child's doctor for treatment and
 length of time the child should remain out of school, especially if the area cannot be covered.

Remember to make sure that your child's school knows how to reach you during the day and that there is a backup plan and phone number on file if they cannot reach you.



Looking Ahead & Save the dates...

September

- 5 Labor Day No School
- 8 Open House -

2nd through 5th Grade (5:30 - 7:30 p.m.)

- 14 SAC Meeting at 5:30 p.m.
- 14 PTO Meeting 6:00 p.m.
- 14 Progress Alerts Go Home
- 16 Blue Pop
- 23 AR Goal 1/2 Way
- 26 National Family Day
- 28 Dads Take Your Child to School Day
- 28 Pride Celebration
- 29 Gifted Field Trip Aquatic Center
- 30 Blue Pop

October

- 3-7 Bullying Prevention Week
- 4 Kindergarten Conference

Night - 4:00 - 8:00 p.m.

- 11 SAC Meeting at 5:30 p.m.
- 11 PTO Meeting at 6:00 p.m.
- 12 Fall Holiday No School Districtwide
- 14 Blue Pop
- 17 Individual Picture Day
- 20 End of 1st Nine Weeks
- 20 AR Goal Deadline
- 21 Planning Day No School for Students
- 20 Book Fair Starts
- 28 Blue Pop
- 28 AR Celebration
- 31 Pride Celebration











Astoría News Page 17

The Astoria News monthly publication is to inform parents and the community of school activities.





BOARD CHAIR

Dee Dee Rasmussen

BOARD VICE-CHAIR

Georgia M. "Joy" Bowen

BOARD MEMBERS

Dee Crumpler

Maggie B. Lewis-Butler

Alva Striplin

SUPERINTENDENT

Jackie Pons

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER

Dr. Kathleen Rodgers is the Equity Officer

2757 W. Pensacola Street Tallahassee, FL 32304

(850) 471-7105

STUDENT BOARD MEMBER

Emily Blomeley

"The Leon County School District does not discriminate against any person on the basis of race, color, national origin, sex, (including transgender, gender nonconforming status, sexual orientation and diverse gender identities) marital status, age, ethnicity, religion, military status, pregnancy, disability or genetic information."