



## **SECTION A: Foundations and Basic Commitments**

### **AC-G Nondiscrimination/Equal Opportunity**

Effective: 8/19/2016

Revised: 4/26/2017

Reviewed: 8/28/2017

Revised: 10/20/2017

## **AC-G Nondiscrimination/Equal Opportunity**

The Colorado Early Colleges (CEC) Board is committed to providing a safe learning and work environment where all members of the CEC community are treated with dignity and respect. All CEC Network Schools are subject to all federal and state laws and constitutional provisions prohibiting discrimination on the basis of any kind.

Accordingly, no otherwise qualified student, employee applicant for employment or member of the public will be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination under any CEC Network program or activity.

In keeping with these statements, the following will be Guiding Principles of the CEC Network:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation and applicable judicial interpretations.
2. To encourage positive experiences in human values for students and adults who have differing personal and family characteristics or who come from various socioeconomic, racial, ethnic or gender groups.
3. To consider carefully, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To utilize educational experiences to build each individual's pride in the community in which he or she lives.
5. To initiate a process of reviewing all policies and practices of CEC in order to achieve the objectives of this policy to the greatest extent possible.
6. To investigate and appropriately discipline staff and students found to be responsible for incidents of harassment or discrimination in violation of CEC policy.

## Annual Notice

CEC Schools will Publish on the CEC website, CEC Employee Handbook, and CEC Student Handbook prior to the beginning of each school year that advises students, parents, employees and the general public that the educational programs, activities and employment opportunities offered by the school is offered without regard to race, color, sex, (which includes marital status), sexual orientation, transgender, religion, national origin, ancestry, creed, age, disability or need for special education services. The announcement will also include the Head of School's contact information (address and telephone number) or a designee selected to coordinate Title IX and Section 504 and ADA compliance activities.

### **Additional Legal Refs.:**

20 U.S.C. §1681 (Title VII, Education Amendments of 1972)  
20 U.S.C. §1701-1758 (Equal Employment Opportunity Act of 1972)  
29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967)  
29 U.S.C. §701 et seq. (Section 504 of the Rehabilitation Act of 1973)  
42 U.S.C. §12101 et seq. (Title II of the Americans with Disabilities Act)  
42 U.S.C. §2000d (Title VI of the Civil Rights Act of 1964, as amended in 1972)  
42 U.S.C. §2000e (Title VII of the Civil Rights Act of 1964)  
42 U.S.C. §2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)  
34 C.F.R. Part 100  
C.R.S. 2-4-401(13.5) (definition of sexual orientation)  
C.R.S. 18-9-121 (bias-motivated crimes)  
C.R.S. 22-32-109(1)(II) (Board duty to adopt written policies prohibiting discrimination)  
C.R.S. 24-34-301(7) (definition of sexual orientation)  
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)  
C.R.S. 24-34-401 et seq. (discriminatory or unfair employment practices)  
C.R.S. 24-34-601 (unlawful discrimination in places of public accommodation)  
C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination)

### **Policy Ref:**

*GBAA-O Discrimination and Harassment*  
*GBK-O/JII-O Grievance Policy*  
*CEC Employee Manual*  
*CEC Student Handbook*