

Nondiscrimination/Equal Opportunity

The Board is committed to a policy of nondiscrimination and the District is subject to all federal and state laws and constitutional provisions prohibiting discrimination against anyone upon the bases described in C.R.S. § 22-32-109 (II) (I). Respect for the dignity and worth of each individual shall be paramount in the establishment of all policies by the Board and in the administration of those policies by the administration.

In keeping with these statements, the following shall be objectives of this school district:

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 children and adults who have differing personal and family characteristics or who come from various socio-economic, racial and ethnic 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 they live.
5. To initiate a process of reviewing all policies and practices of this school district in order to achieve to the greatest extent possible the objectives of this policy.

The district shall issue a written notice prior to the beginning of each school year that advises students, parents/guardians, employees and the general public that the educational programs, activities and employment opportunities offered by the district are offered without regard to any protected status under C.R.S. § 22-32-109 (II) (I). The announcement shall also include the name/title, address and telephone number of the person designated to coordinate *Title VI*, *Title IX* and *Section 504* compliance activities.

The notice shall be disseminated to persons with limited English language skills in the person's own language. It shall also be made available to persons who are visually or hearing impaired.

The notice shall appear on a continuing basis in all district media containing general information, including: teachers' guides, school publications, recruitment materials, application forms, vacancy announcements, student handbooks, school program notices, summer program newsletters and annual letters to parents/guardians.

Date Adopted: **03/27/2000**

Date Revised: **09/12/2012**

LEGAL REFS.: 20 U.S.C. §1681 (*Title IX of the Education Amendments of 1972*)
29 U.S.C. §621 *et seq.* (*Age Discrimination in Employment Act of 1967 as amended*)
29 U.S.C. §701 *et seq.* (*Section 504 of the Rehabilitation Act of 1973*)
42 U.S.C. §1201 *et seq.* (*Americans with Disabilities Act*)
42 U.S.C. §2000d (*Title VI of the Civil Rights Act of 1964*)
42 U.S.C. §2000e (*Title VII of the Civil Rights Act of 1964 as amended*)
C.R.S. 24-34-301 through 24-34-308
C.R.S. 24-34-402

CROSS REFS.: ACA – Nondiscrimination on the Basis of Sex (*Compliance with Title IX*)
ACE – Nondiscrimination on the Basis of Handicap/Disability
GBA – Open Hiring/Equal Employment Opportunity and Affirmative Action
JB – Equal Educational Opportunities