

Board File: AC

NONDISCRIMINATION/EQUAL OPPORTUNITY

The District is committed to the policy that no otherwise qualified person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any District program or activity on the basis of ethnicity, race, color, religion, sex, marital status, national origin, ancestry, age, disability, or sexual orientation.

Further, the District affirms the right of all students and staff to be treated with respect and protected from intimidation, discrimination, physical harm, and/or harassment on the basis of ethnicity, race, color, religion, sex, marital status, national origin, ancestry, age, or disability.

Students, staff members, parents, or public who believe they have been subjected to intimidation, discrimination, physical harm, and/or harassment on the basis of ethnicity, race, color, religion, sex, marital status, national origin, ancestry, age, disability, or sexual orientation must report the incident(s) immediately in accordance with District policies GBAA, Nondiscrimination/Non-Harassment of Employees; GBB, GBB-R, Nondiscrimination of Employees on the Basis of Disability; JBA, Nondiscrimination/Non-Harassment of Students; JBB, JBB-R, Nondiscrimination of Students on the Basis of Disability; KE, Public Complaints; or KEE, KEE-R, Nondiscrimination of the Public on the Basis of Disability.

Adopted: July 21, 1992

Revised: April 7, 1998, to reflect current law

Revised: November 1999, to reflect current law

Revised: November 19, 2002

Revised cross references: June 30, 2004

Revised: September 2, 2008

LEGAL REFS.:

Individuals With Disabilities Education Act, 20 U.S.C. 1400 et seq.

Title IX of the Education Amendments Act of 1972, 20 U.S.C. 1681

Age Discrimination in Employment Act, 29 U.S.C. 621 et seq.

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq.

Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. 2000d and e

Americans with Disabilities Act, 42 U.S.C. 12101 et seq.

C.R.S. 2-4-401 (13.5), C.R.S. 24-34-301.7 definition of sexual orientation

C.R.S. 18-9-121 bias-motivated crimes

C.R.S. 22-32-109 Board of education – specific duties

C.R.S. 24-34-301 through 24-34-308 Colorado Civil Rights Division

C.R.S. 24-34-402 Discriminatory or unfair employment practice

CROSS REFS.:

GBA, Unlawful Discrimination/Equal Opportunity Employment

GBAA, Nondiscrimination/Non-Harassment of Employees

GBB, GBB-R, Nondiscrimination of Employees on the Basis of Disability

JBA, Nondiscrimination/Non-Harassment of Students

JBB, JBB-R, Nondiscrimination of Students on the Basis of Disability

KE, Public Complaints

KEE, KEE-R, Nondiscrimination of the Public on the Basis of Disability