

NONDISCRIMINATION

The Board is committed to a policy of nondiscrimination in relation to race, sex, religion, national background, age, marital status and handicaps. 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.

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

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 carefully consider, in all decisions made, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To initiate a process of reviewing all policies and practices of this agency in order to achieve to the greatest extent possible the objectives of this policy.

Adopted: September 8, 1999

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

NONDISCRIMINATION ON THE BASIS OF SEX
(Compliance with Title IX)

1. Designation of Responsible Employee

The Board shall designate an individual as the responsible employee to coordinate agency compliance with Title IX and its administrative regulations.

The designee, the agency's Title IX compliance officer, shall formulate procedures for carrying out the policies in this statement and shall be responsible for continuing surveillance of agency educational programs and activities with regard to compliance with Title IX and its administrative regulations.

The designee shall, upon adoption of this policy and once each academic year thereafter, notify all students and agency employees of the name, office, address and telephone number of the designee. Notification shall be by posting and/or other means sufficient to reasonably advise all students and employees.

2. Grievance Procedure

Any student or employee shall have a ready means of resolving any claim of discrimination on the basis of sex in the educational programs of the agency. To this end the following policies are adopted:

In the event an employee believes there has been a violation of Title IX or its administrative regulations, he shall mail or deliver to the employee designated as Title IX compliance officer a written statement setting out the alleged violation in specific terms, describing the incident or activity involved, the individuals involved and the dates, times and locations involved.

The Title IX compliance officer shall provide the individual filing the written statement an opportunity to discuss the matter personally, if requested.

The Title IX compliance officer shall make such additional investigation as is necessary to determine the complete facts involved and, if other than the special education director, shall report to the special education director his findings and recommendations regarding resolution of the matter. At the next regular meeting of the Board the matter shall be reported to the Board for its review and action if it deems further action necessary.

If the employee submitting the written statement of an alleged violation is not satisfied with the handling of the matter by the special education director, he may appear before the Board and present the matter directly to the Board.

Students believing there has been a violation of Title IX or its administrative regulations shall follow the complaint procedure of their district of residence.

3. Dissemination of Policy

The special education director shall notify employees and applicants for employment that the agency does not discriminate on the basis of sex in the educational programs which it operates and that it is required by Title IX and its administrative regulations not to discriminate in such a manner. The notification shall be made in the form and manner required by law or regulation.

Adopted: September 8, 1999

LEGAL REFS.: 20 U.S.C. 1681, 1682
34 C.F.R. Part 106

NONDISCRIMINATION ON THE BASIS OF HANDICAP/DISABILITY
(Compliance with Section 504)

1. Designation of Responsible Employee

The Board shall designate an individual as the responsible employee to coordinate agency compliance with Section 504 of the Rehabilitation Act and its administrative regulations.

The designee, the agency's Section 504 compliance officer, shall formulate procedures for carrying out the policies in this statement and shall be responsible for continuing surveillance of agency educational programs and activities with regard to compliance with Section 504 and its administrative regulations.

The designee shall, upon adoption of this policy and once each academic year thereafter, notify all students and agency employees of the name, office, address and telephone number of the designee. Notification shall be by posting and/or other means sufficient to reasonably advise all students and employees.

2. Grievance Procedure

Any student or employee shall have a ready means of resolving any claim of discrimination on the basis of handicap in the educational programs or activities of the agency. To this end the following policies are adopted:

In the event an employee believes there has been a violation of Section 504 or its administrative regulations, he shall mail or deliver to the employee designated as Section 504 compliance officer a written statement setting out the alleged violation in specific terms, describing the incident or activity involved, the individuals involved and the dates, times and locations involved.

The Section 504 compliance officer shall provide the individual filing the written statement an opportunity to discuss the matter personally, if requested.

The Section 504 compliance officer shall made such additional investigation as is necessary to determine the complete facts involved and, if other than the special education director, shall report to the special education director his findings and recommendations regarding resolution of the matter. At the next regular meeting of the Board the matter shall be reported to the Board for its review and action if it deems further action necessary.

If the employee submitting the written statement of an alleged violation is not satisfied with the handling of the matter by the special education director, he may appear before the Board and present the matter directly to the Board.

Students believing there has been a violation of Section 504 or its administrative regulations shall follow the complaint procedure of their district of residence.

3. Dissemination of Policy

The special education director shall notify employees and applicants for employment that the agency does not discriminate on the basis of sex in the educational programs which it operates and that it is required by Section 504 and its administrative regulations not to discriminate in such a manner. The notification shall be made in the form and manner required by law or regulation.

Adopted: September 8, 1999

LEGAL REFS.: 29 U.S.C. 701 *et seq.* (Section 504)
34 C.F.R. 104 *et seq.*