



AC - NONDISCRIMINATION / EQUAL OPPORTUNITY

Poudre School District is committed to the policy that no otherwise qualified person shall be denied access to, be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination under, any District program or activity on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation, marital status, veteran status, age or disability. The District does not unlawfully discriminate on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation, marital status, veteran status, age or disability in access or admission to, or treatment or employment in, its programs or activities. Harassment based on the foregoing protected classifications is a form of unlawful discrimination, and is separately addressed in District Policies GBAA and JBB. As used in this policy and as defined by Colorado statute, "sexual orientation" means an individual's orientation toward heterosexuality, homosexuality, bisexuality or transgender status, or another individual's perception thereof.

NONDISCRIMINATION / EQUAL EDUCATIONAL OPPORTUNITIES WITH RESPECT TO STUDENTS

No otherwise qualified student shall be excluded from participation in, be denied the benefits of, or be subject to discrimination under any District program or activity on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation or disability. This policy shall apply to access to and participation in educational activities, course offerings, athletics, counseling, employment assistance and extracurricular activities. Every student of this District shall have equal educational opportunities regardless of race, color, religion, national origin, ancestry, sex, sexual orientation or disability.

NONDISCRIMINATION / EQUAL EMPLOYMENT OPPORTUNITY WITH RESPECT TO EMPLOYEES AND APPLICANTS FOR EMPLOYMENT

It is the policy of Poudre School District to provide equal employment opportunity. The District does not unlawfully discriminate in employment decisions, or the treatment of employees or applicants for employment, on the basis of race; color; religion; national origin; ancestry; sex; pregnancy, physical recovery from childbirth or a related condition; sexual orientation; marital status; veteran status; age; genetic information; or disability. The District's commitment to equal employment opportunity and nondiscrimination includes all areas of employment, including but not limited to job advertising, recruitment, selection, hiring, job training, compensation, fringe benefits, job classification, promotion and termination.

NONDISCRIMINATION / EQUAL OPPORTUNITY WITH RESPECT TO PARENTS, GUARDIANS AND MEMBERS OF THE PUBLIC

No otherwise qualified parent/guardian or member of the public shall be denied access to, be excluded from attendance at or participation in, be denied the benefits of, or be subjected to unlawful discrimination under, any District program or activity on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation, marital status, veteran status, age or disability.

REPORTS AND COMPLAINTS OF UNLAWFUL DISCRIMINATION

Any student, parent/guardian of a student, community member or employee who believes he/she has been a victim of unlawful discrimination is encouraged to report it or file a complaint as provided in District Regulation AC-R, except that reports and complaints of unlawful discrimination based on disability should be made as provided in District Policy ACE. Any student, parent/guardian of a student, community member or employee who witnesses unlawful discrimination is encouraged to report it as provided in District Regulation AC-R or District Policy ACE.

The District shall take appropriate action to promptly and impartially investigate allegations of unlawful discrimination; shall promptly take effective action to stop unlawful discrimination when it is discovered and take steps to prevent a reoccurrence; shall impose appropriate sanctions on offenders in a case-by-case manner; shall take steps to protect anyone participating in good faith in an unlawful discrimination report, complaint or investigation from retaliation; and shall protect the privacy of all those involved in unlawful discrimination reports and complaints as required by law. Reports and complaints that appear to involve criminal law violations shall also be referred to law enforcement authorities.

COMPLIANCE OFFICERS

District compliance with this policy shall be the responsibility of, and reports and complaints of discrimination based on these protected classifications should be directed to:

For District students and community members:

Director of Student Services
1630 South Stover Street
Fort Collins, Colorado 80525
Phone: (970) 490-3033

For District employees:

Executive Director of Human Resources
2407 LaPorte Avenue
Fort Collins, Colorado 80521
Phone: (970) 490-3620

Current practice codified 1995
Adopted by Board: May 22, 1995
Revised by Board: December 11, 1995
Revised by Board: February 14, 2000
Revised by Board: November 25, 2002
Revised by Superintendent: September 2, 2008
Revised by Superintendent: August 27, 2012
Revised by Superintendent: September 28, 2015
Revised by Superintendent: June 15, 2016, effective July 1, 2016
Revised by Superintendent: September 26, 2016

LEGAL REFS:

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681
Age Discrimination in Employment Act of 1967, 29 U.S.C. 621 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq.
Americans with Disabilities Act, 42 U.S.C. 12101 et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d
Colorado Civil Rights Statutes, C.R.S. 24-34-301(7), 24-34-401 et seq.
& 24-34-601 et seq.
Colorado Civil Rights Commission Regulations, 3 C.C.R. 708-1

CROSS REFS:

ACE, Nondiscrimination on the Basis of Disability
GBAA, Harassment of Employees
JBB, Harassment of Students
JICDE, Bullying Prevention and Education