



AC - NONDISCRIMINATION / EQUAL OPPORTUNITY

Poudre School District is committed to the policy that no otherwise qualified individual 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, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, marital status, veteran status, age or disability. The District does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, 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.

For purposes of this policy, these terms have the following meanings:

“Gender expression” means an individual’s way of reflecting and expressing the individual’s gender to the outside world, typically demonstrated through appearance, dress, and behavior.

“Gender identity” means an individual’s innate sense of the individual’s own gender, which may or may not correspond with the individual’s sex assigned at birth.

“Race” includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race.

“Protective hairstyle” includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps.

“Sexual orientation” means an individual’s identity, or another individual’s perception thereof, in relation to the gender or genders to which the individual is sexually or emotionally attracted and the behavior or social affiliation that may result from the attraction.

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, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, 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, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, 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; creed; religion; national origin; ancestry; sex; pregnancy, physical recovery from childbirth or a related condition; sexual orientation; gender identity; gender expression; 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, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, marital status, veteran status, age or disability.

REPORTS AND COMPLAINTS OF UNLAWFUL DISCRIMINATION AND HARASSMENT

Any student, parent/guardian of a student, community member or employee who believes they have been a victim of unlawful discrimination or harassment as defined in Board policy and supporting regulations is encouraged to report it or file a complaint as provided in District Regulation AC-R1, except that reports and complaints of unlawful discrimination based on disability should be made as provided in District Policy ACE and reports and complaints of sexual harassment should be made as provided in District Regulation AC-R2. Any student, parent/guardian of a student, community member or employee who witnesses unlawful discrimination or harassment is encouraged to report it as provided in District Regulation AC-R1, AC-R2 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 recurrence; 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 will 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/Title IX Coordinator
1502 S. Timberline Road
Fort Collins, Colorado 80524
Phone: (970) 490-3033

For District employees:

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

ANNUAL NOTICE

The District will issue a written notice 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 District are offered without regard to race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, marital status, veteran status, age or disability. With respect to employment practices, the District will also issue a written notice that it does not discriminate on the basis of age, genetic information, or conditions related to pregnancy or childbirth. The announcement will also include the name, address, email address, and telephone number of the person(s) designated to coordinate Title IX, Section 504, and ADA compliance activities.

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

Revised by Superintendent: August 14, 2020

Revised by Superintendent: June 10, 2021, effective July 1, 2021

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

C.R.S. 22-32-110(1)(k)

CROSS REFS:

ACE, Nondiscrimination on the Basis of Disability

AC-R1, Reporting Discrimination/District Response to District Discrimination Complaints

AC-R2, Sexual Harassment Investigation Procedures

GBAA, Harassment of Employees

JBB, Harassment of Students

JICDE, Bullying Prevention and Education