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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

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 this policy and supporting regulations, or who witnesses unlawful discrimination or harassment, is encouraged to report it or file a complaint. Reports and complaints may be made by submitting a complaint of alleged discrimination or harassment to the

Reports and complaints may also be made to the appropriate District compliance officer in person, by phone, or by email, or by any other method as provided in Regulation AC-R1 Reporting Discrimination/District Response to Discrimination Complaints, Policy ACE Nondiscrimination on the Basis of Disability, and Policy AC-

Policy ACE. All reports received by District employees shall be p

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, disability, or need for special education services.

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.

Communications regarding this policy notice will be written in simple and age-appropriate language. The notice will be disseminated to persons with limited English proficiency. The notice will appear on a continuing

application forms, and student handbooks.

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

Revised by Superintendent: March 28, 2024

#### CROSS REFERENCES:

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

#### LEGAL REFERENCES:

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)

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

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

42 U.S.C. 2000d (Title VI of the Civil Rights Act of 1964)

C.R.S. 24-34-301(7), 24-34-401 et seq., & 24-34-601 et seq. (Colorado Civil Rights Statutes)

3 C.C.R. 708-1 (Colorado Civil Rights Commission Regulations)

C.R.S. 22-32-110(1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)