

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;

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

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Director of Student Services/Title IX Coordinator
1502 S. Timberline Road

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