



The Academy Non-Discrimination/Equal Opportunity Policy

Pursuing Truth, Wisdom, Excellence

Mission Statement: The Academy serves our students to develop college ready, exemplary citizens by promoting excellence in academics, character, and relationships.

Background

The Academy is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect. Consequently, it is Academy policy that no person shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination, in any school program or activity on the basis of ethnicity or race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, genetic information, pregnancy, age, veteran/military status, or disability.

Purpose

Creating a discrimination-free school requires the commitment of each administrator, supervisor, employee, student, and community partner to affirm in actions and deeds the intent and spirit of this policy. To this end, The Academy will periodically educate and train employees regarding conduct that could constitute a violation of this policy and the procedures to address complaints.

This policy extends to all areas of employment including job advertising, employment requirements, recruitment, compensation, job classifications, promotions, and terminations.

Prohibited Conduct

All Academy employees, students and community members are expected to be aware of the prohibited conduct addressed in the policy and comply with the prohibitions. Failure to comply may result in employee corrective action up to and including termination, student discipline up to and including expulsion, or resulting in action being taken against a community member up to and including being banned from school property.

Discrimination, as explained above, is treating a person of a particular group differently based on their protected status.

General Complaint Process

Any employee, student, or community member who believes they have been the subject of or witnessed discrimination based on any of the aforementioned protected categories should report the incident immediately to any of the below listed reporting officials:

1. Your school Principal or Assistant Principal/Dean of Students,
2. Your school's CEO or designee,
3. Your school's Human Resources department

The following person has been designated to assist the school with its response to complaints of unlawful discrimination and harassment on the basis of gender and disability:

Linda Johnson, Title IX Coordinator
linda.johnson@theacademyk12.org
Phone: (303) 289-8088 (ext. 451)

When a complaint is reported to one of the above listed school employees, the complaint will be forwarded to the Title IX Coordinator or designee for investigation. Steps will be taken to mitigate future harm during the period of the inquiry. The purpose of the inquiry is to gather all relevant information related to the complaint. The investigator may gather information from any sources deemed necessary in an effort to fully investigate and resolve the complaint. Generally speaking, the investigator should obtain the following information from the complainant:

1. Details concerning the incident or conduct giving rise to the complaint,
2. Dates and location of the alleged incident or conduct,
3. Witnesses' statements from those with knowledge of the alleged incident or conduct, and
4. Copies of any documentary evidence relevant to the alleged incident or conduct.

Complaints will be addressed as confidentially as possible, considering the specific circumstances of the allegations to protect the interests of both the complainant and the person accused of wrongdoing. Any person who is determined to have violated this policy shall be subject to corrective action. Disciplinary or remedial measures should be designed to stop the misconduct, correct its effects on the complaining individual, and ensure that the misconduct does not recur.

The complainant and the accused shall be informed of the conclusion of the inquiry.

Anti-Retaliation Statement

Any retaliatory action or conduct taken by any person against a person who has sought relief under The Academy's Title IX or Anti-Discrimination policies is strictly prohibited and will be regarded as a violation of Board Policy. Retaliation against any person(s) who reports a crime, brings a disciplinary complaint, pursues legal action, or participates in an investigation or is a witness in any investigation or proceeding is strictly prohibited and will not be tolerated. Students or employees who retaliate will face disciplinary action.

All other Academy Board policies will remain in full force. All discrepancies between this policy and others shall be brought to the attention and resolved by the CEO, or designee. At all times, The Academy will follow current state and federal guidelines.

POLICY HISTORY

This policy supersedes any previously existing policy of The Academy of Charter Schools pertaining to the content herein.

Board Chair Signature:  _____

Date of Adoption: 12/14/2020

LEGAL REF.: Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. 621 et seq. Americans with Disabilities Act, 42 U.S.C. 1201 et seq. Colorado Revised Statutes §§ 24-34-301 (definitions), 24-34-305 (powers and duties of the commission), 24-34-306 (commission complaint

process), 24-34-402 (discriminatory or unfair employment practice) Genetic Information Non-Discrimination Act of 2008 Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq. 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 Uniformed Services Employment and Reemployment Rights Act of 1994