



The Academy Equal Education 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 Board is committed to the policy that no otherwise qualified student shall be excluded from participation in, be denied the benefits of, or be subject to discrimination under any school program or activity on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation, or disability. Sexual orientation is a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or perception of an individual's sexual orientation.

Further, the Board affirms the rights of all students to be treated with respect and to be protected from intimidation, discrimination, physical harm and/or harassment. The Board affirms this right regardless of race, color, religion, national origin, ancestry, sex, sexual orientation, or disability. This concept of equal educational opportunity shall guide the Board and staff in making decisions related to school facilities, selection of educational materials, equipment, curriculum and regulations affecting students. The Academy shall make reasonable accommodations for students with identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.

To ensure that school programs are in compliance with applicable laws and regulations, the Board directs the Executive Director or designee(s) to periodically monitor the following areas:

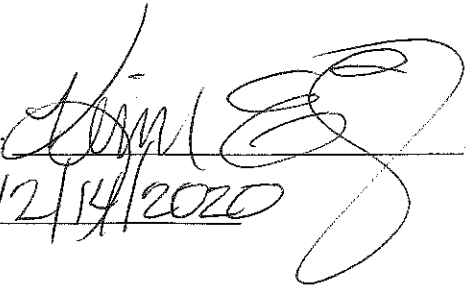
1. Curriculum and materials - review curriculum guides, textbooks, and supplemental materials for discriminatory bias.
2. Training - provide training for students and staff to identify and alleviate problems of discrimination.
3. Student access - review programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. Student evaluation instruments - review of tests, procedures, and guidance and counseling materials for discriminatory bias.
5. Discipline - review discipline records and any relevant data to ensure the equitable implementation and application of Board discipline policies.

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:

A large, stylized handwritten signature in black ink, appearing to read "David E. Jones". The signature is written over a horizontal line.

Date of Adoption:

12/14/2020

Legal

C.R.S. 24-34-601 of the Colorado Anti-Discrimination Act and associated regulation 3 CCR 708-1