

## **Equal Educational Opportunities**

Every student of this school district will have equal educational opportunities through programs offered in the school district regardless of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, religion, national origin, religion, ancestry, or need for special education services. For the purpose of this and other district policies, “sexual orientation” means a person’s orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person’s perception thereof.

This concept of equal educational opportunity will guide the Board and staff in making decisions related to school district facilities, selection of educational materials, equipment, curriculum, and regulations affecting students. Students with identified physical and mental impairments that constitute disabilities will be provided with a free appropriate public education, consistent with the requirements of federal and state laws and regulations.

Civil rights based complaints can be directed to the district's compliance coordinator (AC-E-1).

In order to ensure that district programs are in compliance with applicable laws and regulations, the Board directs the superintendent 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. District support – ensure that district resources are equitably distributed among school programs including but not limited to staffing and compensation, facilities, equipment, and related matters.
5. Student evaluation instruments – review of tests, procedures and guidance and counseling materials for stereotyping and discrimination.
6. Discipline – review discipline records and any relevant data to ensure the equitable implementation and application of Board discipline policies.

Adopted: July 25, 1978  
Revised: November 18, 2008  
Revised: October 26, 2011  
Revised: June 20, 2012  
Revised: August 17, 2012  
Revised: May 8, 2019  
Revised: August 19, 2020  
Revised: October 19, 2021  
Revised: November 17, 2021  
Revised: January 26, 2022

LEGAL REFS.: 20 U.S.C. 1681 (*Title IX of the Education Amendments of 1972*)  
20 U.S.C. 1701-1758 (*Equal Educational Opportunities Act of 1974*)  
29 U.S.C. 701 *et seq.* (*Section 504 of the Rehabilitation Act of 1973*)  
C.R.S. 2-4-401 (3.4) (*definition of gender expression*)  
C.R.S. 2-4-401 (3.5) (*definition of gender identity*)  
C.R.S. 2-4-401 (13.5) (*definition of sexual orientation*)  
C.R.S. 22-32-109 (1)(II) (*Board duty to adopt written policies prohibiting discrimination*)  
C.R.S. 22-32-109.1 (2) (*safe school plan to be revised as necessary in response to relevant data collected by the school district*)  
C.R.S. 22-32-110 (1)(k) (*definition of racial or ethnic background includes hair texture, definition of protective hairstyle*)  
C.R.S. 22-32-109.1 (2) (*conduct and discipline code to be revised as necessary including based on any relevant school district data*)  
C.R.S. 24-34-601 (*unlawful discrimination in places of public accommodation*)  
C.R.S. 24-34-602 (*penalty and civil liability for unlawful discrimination*)

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity  
AC-E-1, Nondiscrimination/Equal Opportunity (Sample Notice) - Exhibit  
JBB, Sexual Harassment

Fountain-Fort Carson School District #8, Fountain, Colorado