

EQUAL EDUCATIONAL OPPORTUNITIES

Each student of this school district will have equal educational opportunities through programs offered in the school district and will not be limited by the student's actual or perceived characteristics such as, but not limited to, race, color, sex, sexual orientation, gender identity, gender expression, religion, creed, national origin, ancestry, immigration/citizenship status, age, marital status, conditions related to pregnancy or childbirth, genetic information, mental or physical disability, need for special education services, or any other protected class in conformance with federal, state and local law.

The 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.

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 bias, prejudice, and discrimination
3. Student access – review programs, activities, and practices to ensure that each student has equal and equitable access and is 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, professional learning, facilities, equipment, and related matters
5. Student evaluation instruments – review tests, procedures and guidance and counseling materials for stereotyping and discrimination
6. Discipline – review discipline records, relevant data, and disaggregated discipline outcomes to ensure the equitable implementation and application of Board discipline policies

Any concerns or complaints of discrimination in violation of this policy and/or other applicable policies will be addressed in accordance with Board policy AC and regulation AC-R.

The following person/people has/have been designated to handle inquiries regarding the nondiscrimination policies:

Title IX/Employee ADA/Section 504/EEO Compliance Officer
Director of Human Resources
800 South Taft Avenue
Loveland, Colorado 80537
(970) 613-5009
nondiscrimination@tsd.org

Student ADA/Section 504 Compliance Officer
Executive Director of Student Support Services
800 South Taft Avenue
Loveland, Colorado 80537
(970) 613-5092
nondiscrimination@tsd.org

Adopted August 17, 1988
Revised April 6, 1994
Revised November 14, 2012
Revised November 18, 2020
Revised January 17, 2024

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 (13.5) (definition of sexual orientation, which includes transgender)
C.R.S. 22-32-109 (1)(II) (Board duty to adopt written policies prohibiting discrimination)
C.R.S. 22-32-109.1 (2) (conduct and discipline code to be revised as necessary)
C.R.S. 22-332-110(1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyles)
C.R.S. 24-34-601 (unlawful discrimination in place of public accommodation)
C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination)

Cross refs.: AC, Nondiscrimination/Equal
Opportunity ADB, Educational Equity
JBB, Sexual Harassment