

## **EQUAL EDUCATIONAL OPPORTUNITIES**

Colorado Springs School District 11 (the District) is subject to the following laws: Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and the Colorado Anti-Discrimination Act. Accordingly, the District is committed to prohibiting discrimination on the basis of disability, need for special education services (whether actual or perceived), race, creed, color, sex, marital status, sexual orientation, transgender status, gender identity, gender expression, national origin, religion, ancestry, age, genetic information, or protected activity, in admissions, access to, treatment, or employment in educational programs or activities which it operates. The District values the diversity of the family, and of the social and cultural backgrounds of the students, parents/ guardians, and personnel who participate in its programs and activities. Respect for the dignity and worth of each individual shall be a consideration in the establishment of all policies by the Colorado Springs School District 11 Board of Education (the Board) and in the administration of those policies by the administration.

In keeping with these statements, every student of the District shall have equal educational opportunities regardless of disability, need for special education services (whether actual or perceived), race, creed, color, sex, marital status, sexual orientation, transgender status, gender identity, gender expression, national origin, religion, ancestry, age, genetic information, or protected activity.

Further, no student shall on the basis of sex be excluded from participating in, be denied the benefits of, or be subject to discrimination under any educational program or activity conducted by the District.

More specifically, as prescribed by legal requirements, the District shall treat its students without discrimination on the basis of sex as this pertains to access to and participation in course offerings, athletics, counseling, employment assistance and extracurricular activities.

Current practice codified 1980  
Adopted May, 1995  
Revised: October, 2008  
Revised June 8, 2016  
Reviewed October 10, 2018

LEGAL REFS: Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681  
34 C.F.R. Part 104  
34 C.F.R. Part 106  
Fair Labor Standards Act, 29 U.S.C. §201  
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C.  
§ 621  
Individuals with Disabilities Education Act, 20 U.S.C. §1400, et seq.  
Exceptional Children's Education Act, C.R.S. 22-2-101, et seq.  
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 701

Americans with Disabilities Act of 1990, 42 U.S.C. § 12101  
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  
42 U.S.C. §2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)  
C.R.S. 2-4-401  
C.R.S. 18-9-121  
C.R.S. 22-32-109(1)(II)  
C.R.S. 22-32-109.1(2)(a)(X)(B)  
C.R.S. 22-32-110(1)(k)  
C.R.S. 22-33-105(2)(c)  
C.R.S. 22-93-101, et seq.  
C.R.S. 22-61-101  
C.R.S. 24-34-301 through 24-34-308  
C.R.S. 24-34-401 through 24-34-406  
3 CCR 708-1

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity  
AC-R, Regulation to Policy AC, Nondiscrimination/Equal Opportunity  
EHC, Technology Resources and Internet Safety Responsible Use Policy  
GBA, Open Hiring/Equal Employment Opportunity and Affirmative Action  
GBAA, Employee Sexual and Racial Harassment/Discrimination  
GBEA, Staff Ethics/Conflict of Interest/Employment of Relatives  
JBB, Sexual and Racial Harassment/Discrimination toward Students  
JBB-R, Sexual and Racial Harassment/Discrimination toward Students  
(Reporting & Investigation Procedures)  
JK, Student Discipline  
JK-R, Student Discipline Regulations