

OPEN HIRING / EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Today's diverse society demands equal employment opportunity. The Colorado Springs School District 11 Board of Education (the Board) believes that a diverse workforce, composed of individuals who have differing personal and family characteristics or who come from various socio-economic, racial and ethnic groups, enriches the programs of Colorado Springs School District 11 (the District) and provides role models for all the young people of the District. In accordance with these beliefs, and applicable legal requirements, the District has adopted a policy of equal employment opportunity and nondiscrimination in all personnel decisions. 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 the educational programs or activities which it operates. The District further practices affirmative action in its efforts to attract and recruit qualified candidates to apply for positions with the District and in its efforts to place and train such individuals.

The District further affirmatively seeks to promote an encouraging and supportive environment for employees so as to encourage valued employees to remain with the District.

The District has established specific policies and procedures for reporting and prompt processing of complaints and reports of possible discrimination and harassment (Regulation AC-R). In addition, the District monitors and periodically reviews its personnel policies and procedures, collective bargaining agreement, and meet and confer documents, to identify and eliminate provisions that discriminate in violation of the law and/or District policy. Employees who believe they have suffered discrimination in violation of Board Policy AC or GBAA may file a report or complaint using the process outlined in Regulation AC-R.

Adopted June 16, 1976

Revised January 1982

Revised June 1988

Revised May 1990

Revised June 1999

Revised September 7, 2012

Reviewed November 11, 2015

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. 22-61-101
C.R.S. 22-93-101, et seq.
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, Employee Discrimination/Harassment Reporting and Investigative
Procedures
EHC, Educational Technology Resources Policy
GBAA, Employee Sexual and Racial Harassment/Discrimination
GBEA, Staff Ethics/Conflict of Interest/Employment of Relatives
JB, Equal Educational Opportunities
JBB, Sexual and Racial Harassment/Discrimination toward Students
JBB-R, Sexual and Racial Harassment/Discrimination toward Students
(Reporting and Investigation Procedures)
JK, Student Discipline
JK-R, Student Discipline Regulations

CONTRACT REFS.: CSEA Master Agreement