OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education subscribes to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the school district’s staff.

Therefore, the district shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Commitment on the part of the district towards equal employment opportunity shall apply to all people without regard to race, color, sex, sexual orientation, gender, 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, or any other protected class in conformance with federal, state, and local law in admission or access to, or treatment or employment in its programs and activities.

The district shall ensure that it does not discriminate in any area of employment including, but not limited to, job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion, and termination of employment. Any concerns or complaints of discrimination in violation of this policy and/or other applicable policies shall 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 prior to 1985
Revised January 1994
Revised June 18, 2008
Revised February 4, 2009
Revised May 16, 2012
Revised November 14, 2012
Revised January 17, 2024

29 U.S.C. 794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. 12101 et seq. (Title II of the Americans with Disabilities Act)
42 U.S.C. 2000d (Title VI of the Civil Rights Act of 1964)
42 U.S.C. 2000e (Title VII of the Civil Rights Act of 1964)
42 U.S.C. 2000ff et seq. (Genetic Information Nondiscrimination Act)
C.R.S. 22-32-110 (1)(k) (adoption of written policies)
C.R.S. 22-61-101 (discrimination in employment prohibited)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division procedures)
C.R.S. 24-34-402 et seq. (discriminatory or unfair employment practices)

Cross refs.: AC, Nondiscrimination/Equal Opportunity
GBAA, Sexual Discrimination and Harassment

Contract refs.: TEA Agreement - Article 3, General Provisions; Article 20, Professional Staff Assignments and Transfers