

Board of Education

Mesa County Valley School District 51

Board Work Session Minutes

August 4, 2020

Board Work Session Minutes

A - Doug Levinson B - Paul Pitton C - Trish Mahre D - Tom Parrish E - Amy Davis						Board of Education Mesa County Valley School District 51 Board Work Session: August 4, 2020 Adopted: September 15, 2020	
	A	B	C	D	E		
						AGENDA ITEMS	ACTION
Present Absent	x x	x x	x x	x x	x x	BOARD WORK SESSION 1. Gallaher Amendment Presentation, Mr. Ken Brownlee <ul style="list-style-type: none"> Mr. Brownlee, Mesa County Assessor, presented information on the Gallagher Amendment and the 2020 ballot initiative "Repeal Property Tax Assessment Rates". The Gallagher Amendment, an assessment reform, was implemented in 1982 and exempted certain personal property from taxation, established an annual assessment audit, set a target rate for the total assessed value of taxes and reconstituted the State Board of Equalization or appeal process. It also created a floating residential assessment rate to maintain a fixed relationship between the tax base of residential property and all other property classes. Mr. Brownlee explained how the 45 / 55 split established in the Gallagher Amendment and Tabor Amendment work in conjunction with mills and revenue for support special districts. He highlighted at the time Gallagher was implemented the value for which a homeowner paid \$1 in tax a business owner paid \$1.38. Whereas today, if the homeowner is paying \$1 a business owner pays over \$4. He noted, if the current ballot initiative passes, it would move the rate change out of the constitution and into the hand of the legislators, but the residential tax rate could not change without a vote of the people. Mr. Brownlee answered questions and displayed historical data on the assessed rate for residential property vs non-residential property and the impacts the Gallagher Amendment has had on the District's revenue and projected impact it will have if the ballot initiative does not pass. 2. Orchard Mesa Middle School Construction Wrap-up, Mr. Peter Incenogle and Mr. Mark Litzen <ul style="list-style-type: none"> Mr. Incenogle, Director of Architecture Blyth Group, Mr. Litzen, Project Manager FCI, and Mr. John Ussery, Project Manager NV5, presented a final wrap of construction of the Orchard Mesa Middle School. The project took approximately sixteen months to complete and was completed on time and under budget. The budget summary presented showed the final overall cost savings from the original budget of \$321,434. Savings was partially obtained from an over estimate on demolition costs of the old structures and no issues with installing underground items. The savings will be used for additional features at the school and other capital bond projects. Photos of classrooms, media center and multi-purpose area showed images of how bright and sunny the building is and how the creativity in the engineering allows for flexibility in the classrooms and good visibility in open areas. Mrs. Susan Birdsey, Orchard Mesa Middle School principal, complimented Mr. Phil Onofrio, D51 Chief Operations Officer, and all the companies and workers involved in the construction of the building. The workers, project managers and everyone involved were some of the finest people she has ever worked with. Everyone worked together for the benefit of the students and were thoughtful of the budget. She expressed the excitement and pride students showed with the new building and how it makes staff and students feel appreciated by the community and the District. 	6:00 p.m.

A - Doug Levinson B - Paul Pitton C - Trish Mahre D - Tom Parrish E - Amy Davis						Board of Education Mesa County Valley School District 51 Board Work Session: August 4, 2020 Adopted: September 15, 2020	
	A	B	C	D	E		
						AGENDA ITEMS	ACTION
						3. Monument Ridge Construction Update, Mr. Phil Onofrio ➤ Mr. Onofrio, Chief Academic Officer, and Mr. Eddie Mort, Maintenance and Operations Coordinator, shared photos of Monument Ridge Elementary. Photos showed some interior and exterior areas, the media center with movable book shelves to allow multi-purpose use of the room and a large metallic art piece resembling a suspended flock of birds. The art piece was a donation from Chamberlain Architects. Final touches on the building are scheduled to wrap up in September. Teachers have started setting up classrooms and have commented on how thrilled they are to be able to work in this school, with the wonderful lighting, bright colors and many special features. <u>[Recess 7:15 p.m. Resume Meeting 7:25 p.m.]</u> <u>BUSINESS MEETING</u>	
Present	x	x	x	x	x	A. Call to Order/Roll Call	7:25 p.m.
Absent						➤ Mr. Pitton attended the meeting electronically until 7:55 when he lost his internet connection. He was unable to regain the connection and participate in the voting for agenda items D through G.	
Motion			x			B. Agenda Approval	Adopted
Second	x						
Aye	x	x	x	x	x		
No							
Motion			x			C. Administrative Personnel Action [Resolution 20/21: 4]	Adopted
Second					x	➤ Dr. Sirko reported the Human Resource Department is working with teachers who are unable to return to the classroom due to health issues. The District is still looking to hire additional health assistants and custodial workers.	
Aye	x	x	x	x	x	➤ Discussion pursued regarding:	
No						<ul style="list-style-type: none"> The online program the District will be using and the number of students currently enrolled Learning options available to students Possible scenarios to reduce the number of students within a class The need for staff to be flexible and willing to move to areas they are needed Schools having everything needed, in regards to adequate staffing and personal protection equipment, prior to reopening. 	
Motion	x					D. Resolution to Offer Online Learning [Resolution 20/21: 5]	Adopted
Second					x	➤ Mr. John Williams, General Counsel, shared the Colorado Department of Education requires districts to adopt a policy or resolution to add an online learning option.	
Aye	x		x	x	x		
No							
Motion					x	E. Resolution for Temporary Adoption of Policy AC, Nondiscrimination [Resolution 20/21: 6]	Adopted
Second	x						
Aye	x		x	x	x		
No							

A - Doug Levinson B - Paul Pitton C - Trish Mahre D - Tom Parrish E - Amy Davis						Board of Education Mesa County Valley School District 51 Board Work Session: August 4, 2020 Adopted: September 15, 2020	
	A	B	C	D	E		
						AGENDA ITEMS	ACTION
Motion Second Aye No	x x		x x	x	x	➤ Mr. Williams explained, to be in compliance with federal law, Policy AC, Nondiscrimination needed to be updated by August 14. Time constraints with meeting schedules would not allow for two policy readings, so the Board opted to do a first reading and vote for temporary adoption as allowed in Policy BGB, Policy Adoption. F. Policy AC, Nondiscrimination Revision First Reading and Temporary Adoption ➤ Policy AC, Nondiscrimination was temporarily adopted to comply with federal law. A second reading of the policy, including any minor changes, will take place at the next regular meeting along with a vote for final adoption.	Adopted
Motion Second Aye No	x x		x x	x	x	G. Adjournment 8:15 p.m.	Adjourn
						_____ Bridget Story, Secretary Board of Education	

Board of Education Resolution: 19/20: 04

Adopted: August 4, 2020

Name	Location	Assignment	Effective Date
Retirements			
NELSON, DENISE C	FRUITVALE	GRADE 4	5/22/2020
Resignations/Termination			
JOHNSON, JAMIE N	EAST	6TH GR MATH	5/22/2020
MCCELWEE, AMBER L	R-5	MATHEMATICS	5/22/2020
MIXON, ANNA K	POMONA	GRADE 1	5/22/2020
ROACH, KIRA L	EMERSON	COACH, LEARNING MODEL	6/1/2020
Leave of Absence			
LICHTENBERG, BRITTANY A	BTK	PSYCHOLOGIST	8/11/2020
WALKE, KRISTEN M	RIM ROCK	COUNSELOR	8/12/2020
New Assignments (Transfer/New Hires)			
BEASON, RABECCA A	NISLEY	GRADE 4	8/4/2020
BLACKWELL, OLIVIA L	FRUITA MS	7TH GR SOCIAL STUDIES	8/4/2020
BRANDON, BECKY A	FRUITVALE	COMPUTER ED	8/4/2020
BURGESSER, CALEB D	ORCHARD AVE	COMPUTER ED	8/4/2020
CHRIS, LINDSEY E	TOPE	KINDERGARTEN	8/4/2020
COLBY, MYRANDA S	MESA VIEW	GRADE 4	8/4/2020
FANNING, ROXANNE N	APPLETON	GRADE 3	8/4/2020
GESKE, EVA D	NISLEY	GRADES 3-4-5	8/4/2020
HAMILTON, MITCHELL DEAN	EAST	INTERVENTIONIST	8/4/2020
HOSELTON, DILLON J	MT GARFIELD	INTERVENTIONIST	8/4/2020
KEANE, KATELYN N	BROADWAY	GRADE 2	8/4/2020
MARIZ, JON EUGENE	R-5	SOCIAL STUDIES	8/3/2020
MARTORANO, KATHERINE M	CHATFIELD	GRADE 3	8/4/2020
MAXWELL, MARY A	R-5	MATHEMATICS	8/3/2020
MAXWELL, ROGER L	VALLEY	MATHEMATICS	8/4/2020
NOLL, TARYN A	ORCHARD AVE	GIFTED & TALENTED	8/4/2020
PARONI, ELIZABETH BUCKLEY	PEAR PARK	GRADE 5	8/4/2020
PHILLIPS, KEVIN S	CHATFIELD	GRADE 5	8/4/2020
RICO, EDITH	BOOKCLIFF	ELL	8/4/2020
SILVANO, LILIANA KATRINA	THUNDER MTN	GRADE 1	8/4/2020
WEAGANT, JESSICA D	CHIPETA	GRADE 5	8/4/2020



Mesa County Valley School District 51
Licensed and Administrative Personnel Action

Board of Education Resolution: 19/20: 04

Adopted: August 4, 2020

Return from Leave			
NONE AT THIS TIME.			

I hereby certify that the information contained in the above resolution is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on August 4, 2020.

Bridget Story
Secretary, Board of Education

Resolution to Define “Actively Engaged in the Educational Process” and Student Attendance for the 2020-2021 School Year

Board of Education Resolution 20/21: 05

Adopted: August 4, 2020

Whereas, on March 11, 2020 the World Health Organization (“WHO”) characterized COVID-19 as a pandemic, meaning the WHO identified the worldwide spread of a new disease; and

Whereas, on March 10, 2020, Governor Jared Polis declared a state of emergency and issued Executive Order D 2020 003 on March 11, 2020, as a safeguard against the further spread of COVID-19; and

Whereas, on July 6, 2020, Governor Jared Polis amended and extended Executive Order D 2020 003 through Executive Order D 2020 125; and

Whereas, under Colo. Const. art. 9, § 15, the local Board of Education has control of instruction in its public schools; and

Whereas, as required by 1 CCR 301-39, the Board of Education defines "educational process," in Board Policy IC/ICA, School Year/School Calendar/Instruction Tie; and

Whereas, the Board of Education finds that the current pandemic creates the need for changes to instructional delivery and the situations under which students are considered in attendance; and

Whereas, the Colorado Department of Education provided guidance specific for the 2020-2021 school year, stating local boards may define “the educational process” as including instruction delivered electronically and/or other types of independent, remote work time for students that is provided under the supervision of a certified or licensed teacher.

NOW THEREFORE, BE IT RESOLVED that the Mesa County Valley School Board of Education authorizes the following for the 2020-2021 school year:

1. Expansion of the definition of “actively engaged in the educational process” addressed in Board Policy IC/ICA, School Year/School Calendar/Instruction Time to include, instruction delivered electronically and/or the use of other types of independent, remote work time for students provided under the supervision of a certified or licensed teacher.
2. Attendance will be recorded at least once daily for days when instructional hours are provided, meaning a student is “actively engaged in the educational process”.
3. Student contact days may include remote learning days implemented as a result of public health and safety measures. Remote learning days may include use of: existing

Resolution to Define “Actively Engaged in the Educational Process” and Student Attendance for the 2020-2021 School Year

Board of Education Resolution 20/21: 05

Adopted: August 4, 2020

district online school or program, assigned and prepared work packets, pre-recorded classes, or other method(s) utilized by the district. Teacher-pupil instruction and contact time may occur in the following ways:

- a. Presence during in-person instruction or virtual meetings;
- b. Assignments completed at home;
- c. Logging into the online learning platform;
- d. Signing an online form attesting to work completed at home;
- e. Student demonstration of learning;
- f. Responding to teacher emails or communication; or
- g. Other instructional methods approved by the Superintendent.

NOW THEREFORE, BE IT FURTHER RESOLVED that the district will make a good faith effort to ensure that the combination of in-person and/or remote learning implemented during the year allows students to learn the same academic content as they would have learned under the in-person bell schedule.

NOW, BE IT FURTHER RESOLVED that the Superintendent is directed to keep the Board of Education informed of actions taken under this Resolution.

NOW, BE IT FURTHER RESOLVED this Resolution is in effect for the duration of the 2020-2021 school year, unless otherwise rescinded or extended by the Board upon a two-thirds majority vote.

NOW, BE IT FURTHER RESOLVED that execution of this Resolution is conclusive evidence of the Board’s approval of this action and of the authority granted herein.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on August 4, 2020.

Bridget Story
Secretary, Board of Education

**Resolution for Temporary Adoption of a New
Policy AC, Nondiscrimination and the Rescission
of the Current Policy AC, Nondiscrimination**

Board of Education Resolution 20/21: 06

Adopted: August 4, 2020

WHEREAS, on May 6, 2020, the U.S. Department of Education adopted Regulations under Title IX of the Education Amendments of 1972; and

WHEREAS, pursuant to the new Regulations, public school districts are required to implement a policy in compliance with Title IX and its Regulations by August 14, 2020; and

WHEREAS, Mesa County Valley School District 51 policy BGB, Policy Adoption, allows the Board to grant temporary approval in lieu of formal policy approval to meet emergency conditions or special events that will take place before formal action can be taken; and

WHEREAS, by following the normal policy adoption process, the second reading and formal policy adoption cannot take place until after August 14, 2020, which would be in violation of the new Regulations; and

WHEREAS, THE Board of Education desires to grant temporary approval of policy changes to Policy AC, so that Mesa County Valley School District is in compliance with the deadline established by the Department of Education; and

WHEREAS, the changes to Policy AC are extensive, and revisions in a red-line form would be difficult to understand and it is more expedient to simply rescind the language in the current Policy AC and replace it with new language;

NOW, THEREFORE, BE IT RESOLVED, that Mesa County Valley School District 51 Board of Education hereby chooses to invoke policy BGB, Policy Adoption, and to rescind the current language in Policy AC and vote to temporarily adopt the new language in Policy AC, Nondiscrimination, and

FURTHER RESOLVED, the Board of Education will consider the new language in Policy AC again on a second reading at the next business meeting of the Board of Education with the intent to permanently adopt the new language for Policy AC, Nondiscrimination.

I certify that the information contained herein is accurate and was adopted by the Mesa County Valley School District 51 Board of Education on August 4, 2020.

*Bridget Story
Secretary, Board of Education*

Mesa County Valley School District 51

AC

NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Revision/Temporary Adoption: August 4, 2020

The Board is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect. The schools in the District are subject to all federal and state laws and constitutional provisions prohibiting discrimination and harassment on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry or need for special education services.

Accordingly, no otherwise qualified student, employee, applicant for employment, or member of the public may be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination or harassment in any District program or activity on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth is also prohibited in accordance with state and/or federal law.

For purposes of this policy, the following definitions shall apply;

- "Harassment," when used in this Policy, shall include sexual harassment.
- "Sexual Harassment" means conduct on the basis of sex that satisfies one of the following:
An employee of the District conditioning the provision of aid, a benefit, or service of the District on an individual's participation in unwelcome sexual conduct ("Quid Pro Quo");
Unwelcome conduct determined by a reasonable person to be severe, pervasive, and objectively offensive that denies an individual educational programs, activities, or the full benefit of employment;
sexual assault, dating violence, domestic violence, and stalking.
- "Sexual Orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof.

This policy and supporting regulation(s) will be used to address all concerns regarding unlawful discrimination and harassment. Alleged conduct regarding sex-based discrimination and sexual harassment will follow the complaint and investigation procedures specific to this conduct.

In keeping with these statements, the following are objectives of this school district:

1. To promote the rights and responsibilities of all individuals as set forth in the state and federal constitutions, pertinent legislation, and applicable judicial interpretations.
2. To encourage positive experiences in terms of human values for children and adults who have differing personal and family characteristics or who come from various socio-economic, racial, and ethnic groups.
3. To consider carefully, in all decisions made which affect the schools, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
4. To utilize educational experiences to build each individual's pride in the community in which they live.
5. To initiate a process of reviewing all policies and practices of this school district in order to achieve the objectives of this policy to the greatest extent possible.
6. To investigate and resolve promptly any complaints of unlawful discrimination and harassment.
7. To investigate and appropriately discipline staff and students found to be responsible for incidents of harassment or unlawful discrimination in violation of Board policy.

Mesa County Valley School District 51

AC

NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Revision/Temporary Adoption: August 4, 2020

Annual notice

The District will issue a written notice prior to the beginning of each school year that advises students, parents, employees, and the general public that the educational programs, activities, and employment opportunities offered by the District are offered without regard to disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, or need for special education services. With respect to employment practices, the District will also issue written notice that it does not discriminate on the basis of age, genetic information, or conditions related to pregnancy or childbirth. The announcement will also include the name, address, email address, and telephone number of the person(s) designated to coordinate Title IX, Section 504, and ADA compliance activities. All such written notices may be issued on the District's website.

The notice will be disseminated to persons with limited English language skills in the person's own language. It will also be made available to persons who are visually impaired in a format that can be comprehended by that person.

The notice will appear on a continuing basis in all District media containing general information, including: teachers' guides, school publications, the District's website, recruitment materials, application forms, vacancy announcements, student handbooks, school program notices, summer program newsletters, and annual letters to parents.

Harassment is prohibited

Harassment based on a person's disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry or need for special education services is a form of discrimination prohibited by state and federal law. Preventing and remedying such harassment in schools is essential to ensure a nondiscriminatory, safe environment in which students can learn, employees can work, and members of the public can access and receive the benefit of District facilities and programs. All such harassment, by District employees, students, and third parties, is strictly prohibited.

All District employees and students share the responsibility to ensure that harassment does not occur at any District school, on any District property, at any District or school-sanctioned activity or event, or off school property when such conduct has a nexus to the school, or any District curricular or non-curricular activity or event.

Reporting unlawful discrimination and harassment

Any student who believes they have been a target of unlawful discrimination or harassment, as defined in Board policy and supporting regulations, or who has witnessed such unlawful discrimination or harassment, should immediately report it to an administrator, counselor, teacher, or the District's compliance officer and file a complaint as set forth in the regulation which accompanies this policy.

Any employee, applicant for employment, or member of the public who believes they have been a target of unlawful discrimination or harassment, or who has witnessed such unlawful discrimination or harassment, should file a complaint with either an immediate supervisor or the District's compliance officer.

If the individual alleged to have engaged in prohibited conduct is the person designated as the compliance officer, an alternate compliance officer will be designated to investigate the matter in accordance with this policy's accompanying regulation.

Mesa County Valley School District 51

AC

NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Revision/Temporary Adoption: August 4, 2020

District action

All District employees who witness unlawful discrimination or harassment must take prompt and effective action to stop it, as prescribed by the District. All District employees who receive a report of sexual harassment involving a student, staff member or member of the public involved with a school shall immediately communicate the substance of the report to the District's Title IX Coordinator.

The District will take appropriate action to promptly and impartially investigate allegations of unlawful discrimination and harassment, to end unlawful behavior, to prevent the recurrence of such behavior, and to prevent retaliation against the individual(s) who files the complaint and/or any person who participates in the investigation. When appropriate, the District will take interim measures during the investigation to protect against further unlawful discrimination, harassment, or retaliation.

To the extent possible, all reports of unlawful discrimination or harassment will be kept confidential. Students or employees who knowingly file false complaints or give false statements in an investigation may be subject to discipline, up to and including suspension/expulsion for students and termination of employment for employees. No student, employee, or member of the public may be subject to adverse treatment in retaliation for any good faith report of harassment under this policy.

Upon determining that incidents of unlawful discrimination or harassment are occurring in particular District settings or activities, the District will implement measures designed to remedy the problem in those areas or activities. Any student or employee who engages in unlawful discrimination or harassment will be disciplined according to applicable Board policies and the District will take reasonable action to restore lost educational or employment opportunities to the target(s).

In cases involving potential criminal conduct, the District will determine whether appropriate law enforcement officials should be notified.

Notice and training

To reduce unlawful discrimination and harassment and ensure a respectful school environment, the administration is responsible for providing notice of this policy to all District schools and departments. The policy and complaint process will be prominently posted on the District's website, referenced in student and employee handbooks and made otherwise available to all students, staff, and members of the public through electronic or hard-copy distribution. Training materials regarding sex-based discrimination and sexual harassment are available to the public on request.

Students and District employees will receive periodic training related to recognizing and preventing unlawful discrimination and harassment. District employees must receive additional training related to handling reports of unlawful discrimination and harassment. The training will include, but not be limited to:

- awareness of groups protected under state and federal law and/or targeted groups;
- how to recognize and react to unlawful discrimination and harassment; and
- proven harassment prevention strategies.

LEGAL REFS.: 20 U.S.C. 1681 (Title VII, Education Amendments of 1972)

20 U.S.C. 1701-1758 (Equal Employment Opportunity Act of 1972)

Mesa County Valley School District 51

AC

NONDISCRIMINATION

Related: AC-R

Adopted: Date of Manual Adoption

Revised: August 20, 1996, November 29, 2004

Revised and Adopted: January 20, 2009

Revised: July 11, 2011

Revised: August 21, 2013

Adopted: November 17, 2015

Adopted: October 25, 2016

Revision/Temporary Adoption: August 4, 2020

29 U.S.C. 621 et seq. (Age Discrimination in Employment Act of 1967)
29 U.S.C. 701 et seq. (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, as amended in 1972)
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 of 2008)
34 C.F.R. Part 100 through Part 110 (civil rights regulations)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation, which includes transgender)
C.R.S. 18-9-121 (bias-motivated crimes)
C.R.S. 22-32-109 (1)(II) (Board duty to adopt written policies prohibiting discrimination)
C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)
C.R.S. 24-34-301 (7) (definition of sexual orientation, which includes transgender)
C.R.S. 24-34-402 et seq. (discriminatory or unfair employment practices)
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees)
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.: GBA, Open Hiring/Equal Employment Opportunity

GBAA, Sexual Harassment

JB, Equal Educational Opportunities

JBB*, Sexual Harassment