



To: Office of Superintendent
From: Office of Legal Services
Subject: Monthly Policy Recommendations
Review period: June 15, 2024 - July 15, 2024

The Office of Legal Services, in partnership with the Office of Superintendent and applicable department leads, is reviewing the Jeffco District Policy Manual and updating the content. We will be publishing proposed revisions to the manual on the District's website and seeking input from community and District stakeholders. Below are the current recommended changes.

These changes will be public for 30 days, during which time we are welcoming feedback from stakeholders. If you have any input about the proposed changes, please send an email to:

legal@jeffco.k12.co.us

The recommended changes will become final on July 15, 2024, and the District Policy Manual will be updated accordingly.

1. Revisions to nondiscrimination and equal opportunity policies: the district policies related to the prevention of discrimination and harassment need to be updated in order to comply with recent changes in federal and state law. The recommended revisions are described in greater detail below.

[AC Nondiscrimination and Equal Opportunity](#): Staff recommends revisions to this policy to reflect recent changes in state and federal law. Specifically, the definition of "harassment" now includes "unwelcome conduct directed at an individual or group of individuals in, or perceived to be in, a protected class, which conduct is subjectively offensive to the individual alleging harassment and objectively offensive to members of the same protected class as the individual alleging harassment, and which conduct need not be severe or pervasive to constitute a discriminatory or an unfair employment practice."

[GBA Equal Employment Opportunity and Discrimination Complaint Process](#): The content in this policy was previously in regulation AC-R2, staff recommends revising previous language to reflect recent changes in state and federal law and district practice.

[JB-R1 Student Discrimination Complaint Process](#): Staff recommends revisions to this regulation to reflect recent changes in state and federal law and district practice.

[JB-R2 Equal Education Opportunity - Transgender Students](#): Staff recommends revisions to this regulation to reflect state and federal law and current district practice.

[JB-R3 - Grievance Procedure for Section 504 of the Rehabilitation Act](#): Staff recommends adding this regulation to clarify the manner in which the district implements 504 plans, as well as to outline the related grievance procedures.

2. Revisions to the K-Series District Policies: the K-series Policies relate to Family Engagement. A number of these policies are outdated due to changes in the law, changes in District practice and/or the District's adoption of the Policy Governance model. Therefore, we are recommending that certain of these policies be revised or repealed.

[KDB Open Records Requests](#): Staff recommends revising this policy to update contact information.

3. Revisions to Other District Policies

[IGB Educational Research](#): staff recommends revisions to this policy to clarify that "external research" includes the recruitment of students and families.

[GCE/GCF Professional Staff Recruiting/Hiring](#): staff recommends revisions to this policy in order to clarify that application materials are not subject to CORA.

Policies/Regulations to be Repealed:

AC-R1 Nondiscrimination and Equal Opportunity Complaint and Compliance Process: Staff recommends this exhibit be deleted as the content is now incorporated into Policies JB and GBA.

AC-R2 Title IX Sexual Harassment Grievance Process: Staff recommends this exhibit be repealed as the content is now incorporated into Policies JBB and GBA.

AC-E1 Compliance Officer Contact information: Staff recommends this exhibit be repealed as the content is now incorporated into policy.

AC-E2 Nondiscrimination form: Staff recommends this exhibit be repealed as the content is now incorporated into policy.

GBAA - Sexual Harassment: Staff recommends this policy be repealed as the content is now included in Policy GBA.

KDA Correspondence from the Public: Staff recommends this policy be repealed as it no longer reflects current district practices.

KBA-R Parent Involvement in Education (Title I): Staff recommends this regulation be repealed as it is duplicative of Policy KBA.

* The Colorado Association of School Boards (CASB) drafts model policies for Colorado School Districts. While Jeffco's policies are individualized to serve the Jeffco community, many of our policies are modeled after the CASB policies. If it would be helpful to receive a copy of the CASB model policy, please email: legal@jeffco.k12.co.us