

The Classical Academy Staff Training for Discrimination, Harassment and Child Abuse

2025-26 School Year

All staff with The Classical Academy (TCA) are required to complete annual discrimination, harassment and child abuse training. This year it needs to be completed by Monday, September 15, 2025.

TCA staff are doing three training videos from Abuse Prevention Systems entitled Sexual Harassment, Sexual Abuse Awareness, and Child Sexual Abuse. TCA staff are also reviewing the following PowerPoint slides.

Expectations for The Classical Academy Staff Regarding Discrimination and Child Abuse

Human Resources and Director of Academic
Services 2025-2026

(Adapted from ASD20 HR for USE BY TCA)



Child Abuse Reporting (CO Law & Policy JLF)

Child Abuse Reporting (CO Law & Policy JLF)

- Any staff, volunteers, and coaches/activity sponsors who have reasonable cause to know or suspect that a student has been subjected to abuse, neglect, or self-harm shall immediately report to Department of Homeland Security (DHS) (719)444-5700 or Colorado Springs Police Department (CSPD) (719)444-7000 and inform administration
- If a third party gives you information that makes you suspect abuse, neglect, or self-harm, you are required to report
- Under no circumstances should you contact the student's family regarding a disclosure that a student may be the victim of abuse or neglect

Child Abuse Reporting

You are a mandated reporter

All public school officials and employees have a legal obligation to report suspected child abuse or neglect [C.R.S. § 19-3-304 (2) (l)]

Administrators can assist staff members with clarifying what agency needs to be informed and filling out the proper paperwork.

Child Abuse Reporting

Immunity

- The person who reports “in good faith” is immune from civil and criminal liability.
- The person who fails to report may be liable.

TCA Nondiscrimination Statement

The Classical Academy is committed to a policy of nondiscrimination in relation to disability, race, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, or need for special education services.

Discrimination against staff members for age, genetic information, and conditions related to pregnancy is protected by state and/or federal law and will not be tolerated. Respect for the dignity and worth of each individual shall be paramount.



What Constitutes Harassment or Discrimination?

“Harassment or discrimination” means to have engaged in any unwelcome physical or verbal conduct or any written, pictorial, or visual communication by an individual that is directed at an individual or group of individuals because of membership or perceived membership in a protected class, which conduct or communication is objectively offensive to a reasonable individual who is a member of the same protected class.

Definitions Related to Discrimination

"Race" includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race.

"Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps.

"Sexual Orientation" means an individual's identity, or another individual's perception thereof, in relation to the gender or genders to which the individual is sexually or emotionally attracted and the behavior or social affiliation that may result from the attraction.

"Gender Expression" means an individual's way of reflecting and expressing the individual's gender to the outside world, typically demonstrated through appearance, dress, and behavior.

"Gender Identity" means an individual's innate sense of the individual's own gender, which may or may not correspond with the individual's sex assigned at birth.

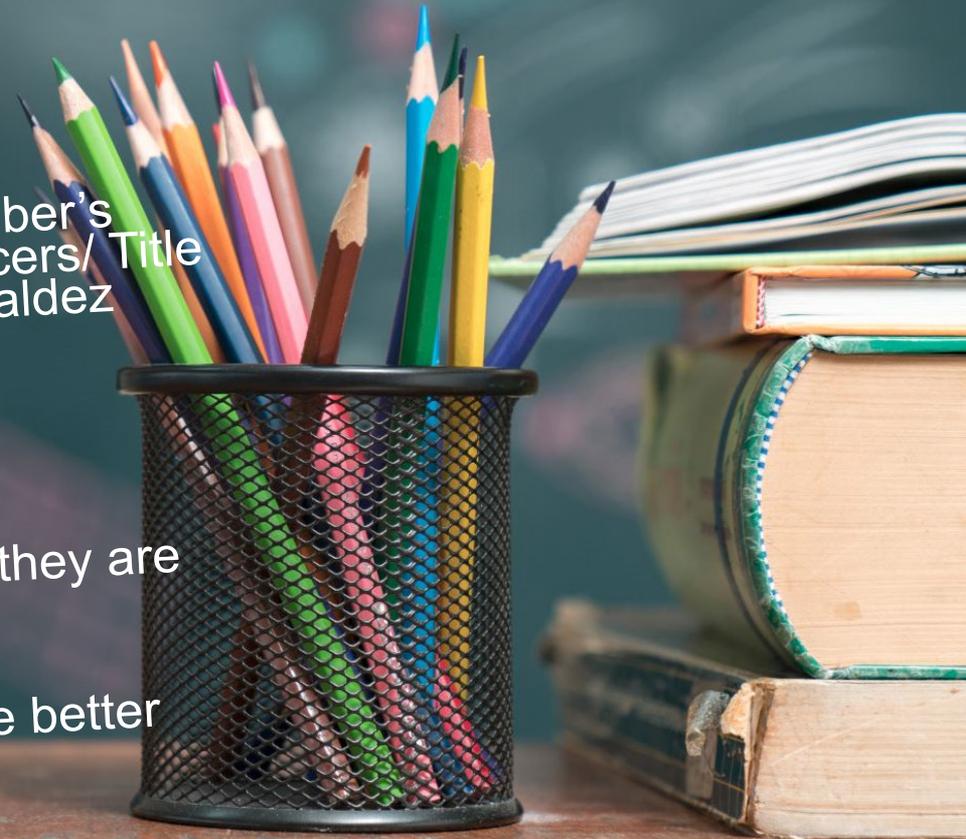
What Constitutes Discrimination or Harassment?

Whether conduct constitutes discrimination or harassment is judged by the totality of the circumstances which may include impact, frequency of the conduct, number of individuals involved, nature of the conduct, the location where the conduct occurred, whether the conduct was threatening, if power differentials exist between people, use of degrading epithets or slurs, reflects stereotypes, or includes acts of violence.

Examples include, but are not limited to: singling out a person, inappropriate jokes, offensive language, physical acts of aggression against a person or property, or hostile acts.

How to Make a Report

- Reports should be made to a staff member's immediate supervisor, Compliance Officers/ Title IX Coordinators Cheri Birkey or Myra Valdez and/or Director of HR Marta Schulz
- Reports may be written or verbal
- TCA cannot address situations unless they are reported
- The earlier situations are reported, the better



WHOM TO CONTACT

CHERI BIRKEY

COMPLIANCE OFFICER/
TITLE IX COORDINATOR

NORTH CAMPUS 3452

cbirkey1@asd20.org

(719) 488-6209

MYRA VALDEZ

COMPLIANCE OFFICER/
TITLE IX COORDINATOR

NORTH CAMPUS 3453

mvaldez@asd20.org

(719) 488-6220

MARTA SCHULZ

DIRECTOR OF HUMAN
RESOURCES

NORTH CAMPUS 3460

mschulz@asd20.org

(719) 488-6337