



# Strasburg School District 31J

|                                     |                |
|-------------------------------------|----------------|
| Policy:                             | File:          |
| Nondiscrimination/Equal Opportunity | AC-E-1         |
| Adopted:                            | Revision:      |
| 2021                                | September 2025 |

In compliance with Titles VI & 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 Colorado law, Strasburg School District 31J does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, family composition, 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. Harassment, if it rises to the level described in state law, is a prohibited form of discrimination.

Complaint procedures have been established for students, parents, employees, and members of the public as follows:

- Policy AC-R-1: Students
- Policy AC-R-2: Employees, Applicants for Employment and Members of the Public
- Policy AC-R-3: Sex-based Harassment (Title IX)

The following person(s) have been identified as the Deputy Compliance Officers for the district:

Principal Strasburg Elementary  
56729 East Colorado Ave  
Strasburg, CO 80136  
(303) 622-9215  
titleIX@strasburg31j.com

Principal Hemphill Middle School  
2100 Wagner Street  
Strasburg, CO 80136  
(303) 622-9213  
titleIX@strasburg31j.com

Principal Strasburg High School  
56729 East Colorado Ave  
Strasburg, CO 80136  
(303) 622-9212  
titleIX@strasburg31j.com

Principal Prairie Creeks High School  
56729 East Colorado Ave  
Strasburg, CO 80136  
(720) 640-6186  
titleIX@strasburg31j.com

The following person(s) have been identified as the Compliance Officer:

Superintendent of Schools  
2102 Wagner St.  
Strasburg, CO 80136  
(303) 622-9211 ext 898  
[titleix@strasburg31j.com](mailto:titleix@strasburg31j.com)

**Outside agencies**

Complaints regarding violations of Title VI, (race, national origin), Title IX (sex, gender), Section 504/ADA (handicap or disability), may be filed directly with the Office for Civil Rights, U.S. Department of Education, 1244 North Speer Blvd., Suite 310, Denver, CO 80204. Complaints regarding violations of Title VII (employment) and the ADEA (prohibiting age discrimination in employment) may be filed directly with the Federal Office of Equal Employment Opportunity Commission, 303 E. 17th Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

ADOPTED: 2021  
REVISED: 2023  
June 2024  
September 2025