Title: **Nondiscrimination/Equal Opportunity**
Code: AC
Section: Section A: Foundations and Basic Commitments

Academy District 20 is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect.

Anyone who may have experienced discrimination or harassment while accessing or attempting to access the District's educational programs, activities, or employment may report their concerns without fear of retaliation.

Academy District 20 does not unlawfully discriminate against otherwise qualified students, staff members, applicants for employment, or others participating in or seeking to participate in District programs, activities, or services on the basis of any status protected by applicable law, including without limitation disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, family composition, pregnancy, parental status, or need for special education services, as applicable.

This policy AC and the implementing regulations are designed to foster a climate that provides preventative measures and encourages the reporting of discrimination, harassment, and related retaliation. The District administrators will engage in prevention efforts, train the school community, respond to all complaints promptly, provide supportive measures, and develop fair and equitable processes to investigate and address complaints of discrimination and harassment, and related retaliation, and ensure all parties are treated fairly and impartially.

This policy states prohibited conduct and guides individuals to the specific regulation governing the applicable reporting and response processes. A concern or report may be submitted to a building administrator or department supervisor or Compliance Coordinator for the District in any format, including in person, by mail, by telephone, or by electronic mail, using the contact information listed below, or by any other means that results in the Coordinator receiving the person's verbal or written report. It is encouraged to utilize e-mail or hard copy transmission to better ensure a record can be more readily maintained of the content of the report or concern.

Harassment, discrimination, and retaliation prohibited

Discrimination, harassment, and bullying on the basis of protected class are prohibited in the District's educational programs or activities, including at any District school, at any District or school-sanctioned activity or event, on any District property (or off school property when such conduct has a connection to the school), or any District curricular or non-curricular activity or

event. Retaliation for reporting harassment or for participating in any way in an investigation of harassment or discrimination is also prohibited.

Jurisdiction & scope

The District will address reports of discrimination and harassment that occur in the District's educational programs or activities, including wherein the alleged behavior occurred on District property, or off site during an educational or work activity (ex: school field trip or athletic event, or district funded/sponsored off site conference). The District may dismiss an investigation when the District does not have authority over the respondent, such that the respondent is not a student or employee, including when a student or employee leaves the District (disenrolls, resigns, or is terminated) during an investigation and so long as the District can adequately remedy and prevent the reoccurrence of any discrimination or harassment that may have occurred.

Upon determining that incidents of discrimination or harassment are occurring in particular District settings or activities, the District will implement measures designed to stop the discrimination or harassment and otherwise remedy the problem in those areas or activities.

District action

The District encourages anyone - students, parents and family members, volunteers, educators, or staff members - who witness bullying, harassment, discrimination, or retaliation to report the conduct by making a complaint in accordance with the appropriate regulation. All school staff who witness or receive complaints of harassment or discrimination are required to promptly share any such complaints with the compliance coordinator.
The District will take appropriate action to promptly and impartially investigate allegations of discrimination and harassment, to end unlawful behavior, to prevent the recurrence of such behavior, and to prevent retaliation against the individual(s) who file(s) the complaint and/or any person who participates in the investigation. When appropriate, the District will take additional action 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. Individuals 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 staff members. No student, staff member, or member of the public may be subject to adverse treatment in retaliation for any good faith report of harassment or discrimination under this policy.

The following regulations have more details on harassment and discrimination and the related complaint process:

- AC R 1 Harassment and Discrimination Investigation Procedure for Students
- AC R 2 Harassment and Discrimination Investigation Procedure for Staff members and Applicants for Employment
- AC R 3 Sexual Harassment Investigation Procedures under Title IX

Complaints made by a student alleging harassment or discrimination should be made pursuant to AC R 1. Complaints made by a staff member or applicants for employment alleging harassment and discrimination should be made pursuant to AC R 2. Complaints of sexual harassment under Title IX should be made under AC R 3. Supportive measures and prompt response times are required components of all regulations.

Bullying is any written or oral expression, physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental or emotional harm to another. Bullying is student-on-student behavior. Complaints of bullying against a student based on their membership in a protected class should be made under AC R 1. The following policy has more details on the definition of bullying, the prevention process, and the reporting process for students:

- Policy JICDE: Bullying Prevention and Education

A concern or report may be submitted to a building administrator or Compliance Coordinator for the District in any format, including in person, by mail, by telephone, or by electronic mail, using the contact information listed below, or by any other means that results in the Coordinator receiving the person's verbal or written report. It is encouraged to utilize e-mail or hard copy transmission to better ensure a record can be more readily maintained of the content of the report or concern.

The following person has been identified as the compliance coordinator and Title IX Coordinator for the District:

Jennifer "Jen" Piluso
Compliance Coordinator
Academy District 20
1110 Chapel Hills Drive
Colorado Springs, CO 80920
719-234-1200
titleIX@asd20.org

The compliance coordinator will refer any potential criminal charges to law enforcement.

Any student or staff member who is found responsible for engaging in 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 complainant(s) and others impacted.

In matters when a staff member is a respondent and a student is a complainant, and the staff member resigns upon notice of allegations or during an investigation and the allegations that are dismissed due to the resignation, or upon conclusion of an investigation when a staff member is found responsible for a violation of District policy, the allegations may be reported to the Colorado Department of Education for review.

Notice and training

The District will issue a written notice prior to the beginning of each school year that advises students, parents, staff members, 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, gender identity, gender expression, family composition, marital status, national origin, religion, ancestry, or need for special education services. With respect to employment practices, the written notice will prohibit discrimination on the basis of age, genetic information, and 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. Where possible, the notice will be disseminated to persons with limited English language skills in the person's own language. It will also be made accessible to persons who are visually or hearing impaired.

This policy and the implementing regulations, which include the complaint process, must be prominently posted on the District's website in plain language, and made available to all students, parents, and staff through electronic or hard-copy distribution. Training materials regarding sex-based discrimination and sexual harassment are available to the public on the District's website.

Students and District staff members will receive periodic training related to recognizing, reporting and preventing discrimination and harassment. District staff members must receive additional training related to handling reports of discrimination and harassment.

The training will comply with Colorado state law and will include, but not be limited to, instruction on the following:

- Recognizing harassment or discrimination, including indicators of grooming and child sexual abuse;
- The appropriate immediate response when harassment or discrimination is reported to or witnessed by a staff member;
- Reporting harassment or discrimination to the public school or school district.

Adopted/Approved: March 7, 1991

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August 8, 2008
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August 29, 2011
October 28, 2011
August 12, 2013
September 16, 2013
August 31, 2016
April 16, 2018

October 20, 2020
March 28, 2022
July 11, 2022
September 25, 2023
July 1, 2024
February 24, 2025
September ___,2026

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)
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 (3.4) (definition of gender expression)
C.R.S. 2-4-401 (3.5) (definition of gender identity)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
C.R.S. 18-9-121 (bias-motivated crimes)
C.R.S. 22-1-143 (definition of harassment or discrimination)
C.R.S. 22-32-109 (1)(ll) (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 (3.3) (definition of gender expression)
C.R.S. 24-34-301 (3.5) (definition of gender identity)
C.R.S. 24-34-301 (7) (definition of sexual orientation)
C.R.S. 24-34-402 et seq. (discriminatory or unfair employment practices)
C.R.S. 24-34-402(1.3)(a) (definition of “harass” or “harassment”)
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 staff members)
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, Equal Employment Opportunity
GBAA, Sexual Harassment of Staff
JB, Equal Educational Opportunities
JBB, Sexual Harassment of Students

Adopted: March 07, 1991

Revised: February 24, 2025
September 21, 2026

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Last Revised: September 21, 2026