



Policy and Procedures

File: JB

Equal Educational Opportunities

Every student of this school district will have equal educational opportunities through programs offered in the school district regardless of race, creed, color, sex, sexual orientation, gender identity, gender expression, family composition, marital status, national origin, religion, ancestry, age, disability, need for special education services, genetic information, pregnancy or childbirth status, or other status protected by law in admission, access to, treatment or employment in its educational programs or activities. Additionally, a lack of English language skills is not a barrier to admission or participation in activities.

The following individual has been designated to handle inquiries regarding the non-discrimination policies: Executive Director of Student Support Services, Andrew Burns, andrew.burns@pueblod60.org, Title IX Coordinator/Compliance Officer for complaints. This individual can be located at 315 West 11th Street, Pueblo, Colorado 81003, (719) 549-7100. Inquiries about Title IX can be directed to Pueblo School District No. 60's Title IX Coordinator/Compliance Officer named herein; the Assistant Secretary for Civil Rights of the Department of Education at (800) 421-3481, OCR@ed.gov; or both. Complaint procedures have been established for students, parents, employees, and members of the public. (Policy AC, AC-R-1, AC-R-2, AC-E-1, AC-E-2, AC-E-3). Si tiene alguna pregunta sobre esta informacion, por favor llame a la escuela de su nino

This concept of equal educational opportunity will guide the Board and staff in making decisions related to school district facilities, selection of educational materials, equipment, curriculum and regulations affecting students. Students with identified physical and mental impairments that constitute disabilities will be provided with a free appropriate public education, consistent with the requirements of federal and state laws and regulations.

In order to ensure that district programs are in compliance with applicable laws and regulations, the Board directs the superintendent or designee(s) to periodically monitor the following areas:

1. Curriculum and materials - review curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training- provide training for students and staff to identify and alleviate problems of discrimination.
3. Student access - review programs, activities, and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
4. District support- ensure that district resources are equitably distributed among school programs including but not limited to staffing and compensation, facilities, equipment and related matters.
5. Student evaluation instruments - review tests, procedures and guidance and counseling materials for stereotyping and discrimination.
6. Discipline - review discipline records and any relevant data to ensure the equitable implementation and application of Board discipline policies.

Adopted: July 16, 1996

Revised: June 25, 2013

Revised: June 9, 2016
Revised: November 17, 2020
Revised: January 25, 2022
Revised: January 18, 2024
Revised:

LEGAL REFS.: 20 U.S.C. §1681 (Title IX of the Education Amendments of 1972)
20 U.S.C. §1701-1758 (Equal Educational Opportunities Act of 1974)
29 U.S.C. §701et seq. (Section 504 of the Rehabilitation Act of 1973)
C.R.S. 2-4-401 (13.5); C.R.S. 24-34-301(24) (definition of sexual orientation)
C.R.S. 2-4-401 (3.4); C.R.S. 24-34-301(9) (definition of gender expression)
C.R.S. 2-4-401 (3.5); C.R.S. 24-34-301 (10) (definition of gender identity)
C.R.S. 22-32-109 (1)(11) (Board duty to adopt written policies prohibiting discrimination)
C.R.S.22-32-110 (l)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S 22-32-109.1 (2) (safe school plan to be revised as necessary in response to relevant data collected by school district)
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.: AC, Nondiscrimination/Equal Opportunity
JBB*, ~~Sexual~~Sex-based Harassment

NOTE: For purposes of this policy, these terms have the following meanings:

- "Race" includes hair texture, hair type, hair length, or a protective hairstyle that is commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).
- "Protective Hairstyle" includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps. *Id.*
- "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. C.R.S. 2-4-401 (13.5) and C.R.S. 24-34-301(24).
- "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. C.R.S. 2-4-401 (3.4) and C.R.S. 24-34-301(9).
- "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. C.R.S. 2-4-401 (3.5) and C.R.S. 24-34-301(10).

Pueblo School District No. 60, Pueblo, Colorado