

Nondiscrimination/Equal Opportunity

The Colorado Early Colleges Governing Board (Board) is committed to providing a safe learning and work environment where all members of Colorado Early Colleges (CEC) are treated with dignity and respect. CEC is subject to all federal and state laws and constitutional provisions prohibiting discrimination on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, marital status, religion, ancestry, or need for special education services.

Accordingly, no otherwise qualified student, employee applicant for employment or member of the public shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination under any CEC program or activity on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, marital status, religion, ancestry, or need for special education services. Discrimination against employees and applicants for employment based on age is also prohibited in accordance with state and federal law.

Annual Notice

CEC shall issue a written notice prior to the beginning of each school year that advises students, parents, employees, and the general public that the educational programs, activities, and employment opportunities offered by CEC are offered without regard to disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, marital status, religion, ancestry, or need for special education services. The announcement shall also include the name/title, address and telephone number of the person designated to coordinate Title IX, and Section 504 and ADA compliance activities.

All CEC employees and students share the responsibility to ensure that harassment does not occur at any school, on any school property, at any school-sanctioned activity or event, or off school property when such conduct has a connection to the schoolanyto2.002 Tw 0.28 0 02 Tθ Td()Tj-0.002 [

Notice and Training

To reduce harassment and ensure a respectful school environment, CEC is responsible for providing notice of this policy to all schools and departments. The policy and compliance process shall be incorporated into student/family and employee handbooks.

Students and CEC employees shall receive periodic training related to recognizing and preventing unlawful harassment. CEC employees shall receive additional training related to handling reports of harassment. The training will include, but not be limited to:

- Awareness of groups protected under state and federal law and/or targeted groups, whether real or perceived;
- How to recognize and react to harassment; and
- Proven harassment prevention strategies