

## **Equal Educational Opportunity**

Every student of this school district shall have equal educational opportunities through programs offered in the school district regardless of race, color, ancestry, creed, gender, sexual orientation, religion, national origin, marital status, disability or need for special education services.

This concept of equal educational opportunity shall guide the Board and staff in making decisions related to school district facilities, selection of educational materials, equipment, curriculum and regulations affecting students. The district shall make reasonable accommodations for students with identified physical and mental impairments that constitute disabilities, 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 designees(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 equitable distributed among school programs including but not limited to staffing and compensation, facilities, equipment and related matters.
5. Student evaluation instruments – review of tests, procedures and guidance and counseling materials for stereotyping and discrimination.

Adopted: January 18, 1994

Revised: to conform with practice: June 1995

Revised: February 17, 2004

Revised: November 18, 2008

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. §701 et. seq. (*Section 504 of the Rehabilitation Act of 1973*)  
                  C.R.S. 2-4-401 (13.5) (*definition of sexual orientation*)  
                  C.R.S. 22-32-109 (1)(II) (*Board duty to adopt written policies prohibiting discrimination*)  
                  C.R.S. 24-23-601 (*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  
                  ACE, Nondiscrimination on the Basis of Disability  
                  JBA, Nondiscrimination on the Basis of Sex  
                  JBB\*, Sexual Harassment

*NOTE: State law defines "sexual orientation" as "a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof." C.R.S. 2-4-401(13.5).*