

DENVER PUBLIC SCHOOLS

Division of Student Services

NON-DISCRIMINATION PROVISIONS OF SECTION 504 OF THE REHABILITATION ACT AND TITLE II OF THE AMERICANS WITH DISABILITITES ACT

"The Denver Public Schools declares that the school system does not and shall not discriminate on the basis of disability in the educational program and activities of the district. It shall be the continuing policy of the district to insure fair and equitable opportunities without regard to disability to all students and employees.

The Denver Public Schools' Section 504 and Americans with Disabilities Act compliance officer is:

John Liberatore

Student Services

Denver Public Schools

1330 Fox Street

Denver, Colorado 80204

Phone: (720) 423-8900

TTY: (720) 423-3741

Board of Education Policy

Policy AC- Nondiscrimination/Equal Opportunity

The Denver Public Schools ("District") is committed to the policy that no otherwise qualified person shall be excluded from participation in, be denied benefits of, or otherwise be subjected to unlawful discrimination under any district program or activity on the basis of ethnicity, race, color, religion, national origin, ancestry, marital status, gender, sexual orientation, age or disability (Protected Classes).

The District does not unlawfully discriminate against a member of a Protected Class in admission or access to, or terms and conditions of employment, or in its programs and activities. The District shall operate as an equal opportunity employer and will provide and safeguard the opportunity for all persons to seek, obtain, hold and advance in employment within the district without discrimination. The District shall actively promote the full realization of equal employment opportunity through a positive, aggressive, continuing affirmative action program.

Further, the District affirms the rights of all Protected Classes to be free from intimidation, discrimination, physical harm and/or harassment.

The District shall inform students, parents, employees and the general public each school year that the educational programs, activities and employment opportunities offered by the district are offered without regard to ethnicity, race, color, religion, national origin, ancestry, marital status, gender, sexual orientation, age or disability. 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.

This information shall also appear on a continuing basis in district media containing general information and recruitment information.

The Denver Public Schools' Section 504 and Americans with Disabilities Act compliance officer is:

John Liberatore
Student Services
Denver Public Schools
1330 Fox Street
Denver, Colorado 80204
Telephone: 720-423-8900
TTY/TDD 720-423-3741

The Denver Public Schools' Title IX compliance officer is:

Executive Director
Human Resources
Denver Public Schools
900 Grant Street
Denver, Colorado 80203
Phone: 720-423-3769

Complaints in relation to the Denver Public Schools' athletic program may be filed with the:

Executive Director
Athletics and Student Activities
900 Grant Street
Denver, Colorado 80203
Phone: 720-423-3266

Students, public, parents, or staff members who believe they have been the subject of discrimination must report the incident immediately in accordance with District policies and procedures GBAA, GBAA-R: Sexual Harassment (Employee); GBK Staff Concerns/Complaints/Grievances; GBK-R Nondiscrimination of Employees on the Basis of Disability (Grievance Procedures) JB Equal Educational Opportunities; JBA Discrimination on the Basis of Race, Ethnicity or Sex (Sexual Equity); JBB, JBB-R Sexual Harassment (Student) JBBA: Harassment Based on Race or Color or National Origin, Sex Orientation, Gender Identity, Disability or Religion (Student); JBBA Nondiscrimination of Students on the Basis of Disability (Grievance and Impartial Hearing Procedures); KEE Nondiscrimination of Public on the Basis of Disability (Grievance Procedures).

ADOPTED: May 18, 2006

LEGAL REFS.:

Title IX of the Education Amendments Act of 1972, 20 U.S.C. 1681
Age Discrimination in Employment Act, 29 U.S.C. 791 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794
Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. 2000 d and e
Americans with Disabilities Act, 42 U.S.C. Title II
C.R.S. 22-32-109(10(w))
C.R.S. 24-34-301 through 24-34-308
C.R.S. 24-24-402

CROSS REFS.:

GBAA, GBAA-R: Sexual Harassment (Employee)
GBK Staff Concerns/Complaints/Grievances
GBK-R Nondiscrimination of the Employees on the Basis of Disability
(Grievance Procedures)
JB Equal Educational Opportunities
JBA Discrimination on the Basis of Race, Ethnicity or Sex (Sexual Equity)
JBB, JBB-R Sexual Harassment (Student)
JBBA Harassment Based on Race or Color or National Origin, Sex
Orientation, Gender Identity, Disability or Religion (Student)
JBBA Nondiscrimination of Students on the Basis of Disability (Grievance and
Impartial Hearing Procedures)
KEE Nondiscrimination of the Public on the Basis of Disability (Grievance
Procedures)