

AC-R1 - REPORTING DISCRIMINATION / DISTRICT RESPONSE TO DISCRIMINATION COMPLAINTS (Complaint and Compliance Process)

The District must take appropriate action to promptly and impartially investigate allegations of unlawful discrimination, which includes harassment; promptly take effective action to stop unlawful discrimination/harassment when it is discovered and take steps to prevent a reoccurrence; impose appropriate sanctions on offenders in a case-by-case manner; take steps to protect anyone participating in good faith in an unlawful discrimination/harassment report, complaint or investigation from retaliation; and protect the privacy of all those involved in unlawful discrimination/harassment reports and complaints as required by law. Reports and complaints that appear to involve criminal law violations will also be referred to law enforcement authorities.

Reports and complaints of unlawful discrimination/harassment, except discrimination/harassment based on disability or reports and complaints of sexual harassment, must be handled in accordance with the procedures set forth in this regulation and may be submitted orally or in writing. Reports and complaints of unlawful discrimination/harassment based on disability may be made orally or in writing in (r)7 D10 (bi)6a (e)1 (

Following the initial meeting with the aggrieved individual and/or alleged victim, the Compliance Officer or Compliance Officer's designee shall attempt to meet with the individual alleged to have engaged in the prohibited conduct and, if that individual is a student

complaint, or within thirty (30) calendar days following the termination of the informal resolution process. The Compliance Officer's or designee's recommendations shall be advisory and shall not bind the superintendent or the District to any particular course of action or remedial measure.

Within twenty (20) business days after receiving the Compliance Officer's or designee's findings and recommendations, the superintendent or superintendent's designee shall determine whether any sanctions or other action, including disciplinary action, is appropriate and should be imposed. Also within twenty (20) business days after receiving the Compliance Officer's or designee's findings and recommendations, and to the extent permitted by law, all parties, including the parents/guardians of all students involved, shall be notified in writing of the investigation findings and the superintendent's or designee's determination regarding sanctions and/or other action taken to address the matter.

APPEALS / OUTSIDE AGENCIES

If the aggrieved individual is not satisfied with the written findings or determination of the superintendent or superintendent's designee, he/she may pursue any remedy or litigation authorized by law.

Complaints regarding violations of Title VI, (race, national origin), Title IX (sex/gender) and Section 504/ADA (disability) may be filed directly with the Office for Civil Rights, U.S. Department of Education, 1244 North Speer Blvd., Suite 310, Denver, CO 80204.

Complaints regarding violations of Title VII (employment) and the ADEA (prohibiting age discrimination in employment) may be filed directly with the Federal Office of Equal Employment Opportunity Commission, 303 E. 17th Ave., Suite 410, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

Adopted by Superintendent: June 15, 2016, effective July 1, 2016
Revised by Superintendent: August 14, 2020