

## Nondiscrimination/Equal Opportunity

In compliance with Titles VI & VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act of 2008, and Colorado law, Archuleta School District 50 JT does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, family composition or need for special education services. Discrimination against employees and applicants for employment based on age, genetic information, and conditions related to pregnancy or childbirth, is also prohibited in accordance with state and/or federal law. Harassment, if it rises to the level described in state law, is a prohibited form of discrimination.

Complaint procedures have been established for students, parents, employees and members of the public as follows:

- Policy AC-R-1: Students
- Policy AC-R-2: Employees, Applicants for Employment, and Members of the Public
- Policy AC-R-3: Sex-based Harassment (Title IX)

The following person(s) have been identified as the compliance officer for the district:

Name(s) of employee(s) designated as compliance officer

Rick Holt, Superintendent of Schools

Address

PO Box 1498, Pagosa Springs, CO 81147

Telephone number

Email Address

970-264-2228 ext. 5405

[rholt@pagosa.k12.co.us](mailto:rholt@pagosa.k12.co.us)

Name(s) of employee(s) designated as the Title IX Coordinator

Heather Schultz, HR Director

Address

PO Box 1498, Pagosa Springs, CO 81147

Telephone number

Email Address

970-264-2228 ext. 5402

[hschultz@pagosa.k12.co.us](mailto:hschultz@pagosa.k12.co.us)

### Outside agencies

Complaints regarding violations of Title VI, (race, national origin), Title IX

(sex/gender), Section 504/ADA (handicap or 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, 950 17<sup>th</sup> St., Suite 300, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 825, Denver, CO 80202.

Adopted: November 8, 2016  
Revised: August 11, 2020  
Approved: December 14, 2021  
Revised: August 20, 2024