



<i>The Classical Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Nondiscrimination/Equal Opportunity - Notice
Policy Number:	AC-TCA-E1
Original Date:	12/02/2020
Last Reviewed:	8/24/2023
Category:	Foundations
Author:	Compliance Officer/Title IX Coordinator
Cabinet Level Owner:	President

## INTRODUCTION

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, The Classical Academy (TCA) does not unlawfully discriminate against otherwise qualified students, staff members, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth. Discrimination against staff members 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.

Complaint procedures have been established for students, parents, staff members, and members of the public. The following person has been identified as the Compliance Officer and Title IX Coordinator for TCA:

Cheryl Birkey  
 The Classical Academy  
 975 Stout Road, Room 3422  
 Colorado Springs, CO 80921  
 719-488-6209  
[cbirkey1@asd20.org](mailto:cbirkey1@asd20.org)

## 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, 303 E. 17th Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

This TCA policy replaces ASD20 Policy AC-E1.

## Cross References

AC-TCA Nondiscrimination/Equal Opportunity  
 AC-TCA-F1 Report of Discrimination or Harassment

AC-TCA-R1 Nondiscrimination/Equal Opportunity Procedure  
AC-TCA-R2 Sexual Harassment Investigation Procedure  
GBA-TCA Equal Employment Opportunity  
GBAA-TCA Sexual Harassment of Staff  
GBAA-TCA-P1 Sexual Harassment of Staff Procedure  
JB-TCA Equal Educational Opportunity  
JBB-TCA Sexual Harassment of Students

**Policy Revision History**

<b>Date</b>	<b>Revision Details</b>	<b>Revised By</b>
12/02/2020	Creation of policy	Compliance Officer/Title IX Coordinator