The Classical Academy	*Policies and Procedures*
Policy Name:	Nondiscrimination/Equal Opportunity - Notice
Policy Number:	AC-TCA-E1
Original Date:	12/02/2020
Last Reviewed:	6/10/2024
Category:	Foundations
Author:	Compliance Officers/Title IX Coordinators
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, gender identity, gender expression, marital status, national origin, religion, ancestry, age, or need for special education services. 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 people have been identified as TCA's Compliance Officers and Title IX Coordinators:

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

Myra Valdéz
The Classical Academy
975 Stout Road, Room 1114
Colorado Springs, CO 80921
(719) 488-6220
mvaldez@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, Telephone: (303)844-5695. Fax: (303)844-4303. TDD: (800)877-8339. Email: OCR.Denver@ed.gov.

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, Telephone: (800)669-4000. Fax: (303)866-1085. TTY: (800)669-6820, ASL Video Phone: (844)234-5122. Website: https://publicportal.eeoc.gov/portal/, or the Colorado Civil Rights Division, 1560 Broadway, Suite 825, Denver, CO 80202, Telephone: (303)894-2997 or (800)886-7675. Fax:

(303)894-7830. Email: DORA_CCRD@state.co.us (general inquiries), DORA_CCRDintake@state.co.us (intake unit).

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
JB Equal Educational Opportunity
JBB Sexual Harassment of Students

Policy Revision History

Date	***Revision Details***	***Revised By***
12/02/2020	Creation of policy	Compliance Officer/Title IX Coordinator
6/10/2024	Policy updated. Added second Compliance Officer/Title IX Coordinator information.	Compliance Officer/Title IX Coordinator