

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, East Central BOCES 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 the 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 employees and members of the public as follows:

- Policy AC-R-2: Employees, Applicants for Employment and Members of the Public
- Policy AC-R-3: Sex-based Harassment Investigation Procedures

The following person(s) have been identified as the EC BOCES Title IX officers:

Title IX Coordinator:*

Moira Hawks, Assistant Special Education Director, 820 Second Street, Limon, CO 80828 719-775-2342 Ext. 108, moirah@ecboces.org

Title IX Investigator:*

Bev Blagg, Special Education Director, 820 Second Street, Limon, Colorado 80828, 719-775-2342 Ext. 144, bevb@ecboces.org

Title IX Compliance Officer and Decision Maker:*

Jason Westfall, Executive Director, 820 Second Street, Limon, Colorado 80828 719-775-2342 Ext. 116, jasonw@ecboces.org

*Role may be filled by a designee

Outside agencies

Complaints regarding violations of Title VI, (race, national origin), [*Title IX (sex/gender)*], or 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 17th Street, Suite 300, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

EAST CENTRAL BOCES BOARD POLICY

Adopted: June 18, 2014

Revised: January 25, 2017, April 22, 2020, August 26, 2020, January 26, 2022, June 26, 2024