

## Notice of Nondiscrimination

All members of the DPS community deserve to learn or work in an environment in which they are treated with dignity and respect. Discrimination and harassment have no place in schools, school grounds, DPS office locations, or in other settings with a nexus to DPS. Discrimination and harassment by employees, students, and community members will not be tolerated.

### **Policy of Nondiscrimination**

Consistent with federal civil rights laws (Title VI, Title IX, Americans with Disabilities Act, Section 504, and Age Discrimination Act), state law, and Board of Education policies, DPS does not discriminate on the basis of race, color, ethnicity, gender, sex, sexual orientation, gender identity or expression, transgender status, religion, national origin, ancestry, age, marital status, veteran status or disability in admission into, access to, or treatment within its educational programs or activities or in employment. Additionally, DPS does not discriminate against employees or applicants for employment on the basis of genetic information. Harassment is a form of prohibited discrimination. DPS prohibits retaliation against any individual for making a good-faith complaint or participating in good faith in an investigation of discrimination or harassment.

### **Reasonable Accommodations**

Reasonable accommodations will be provided upon request for persons with disabilities who wish to participate in DPS or school activities. Please contact the school or department at least three working days prior to the activity.

### **Resolution Process**

The resolution process for discrimination and harassment concerns is contained in Board Policy AC-R1. The resolution process for concerns related to requests for reasonable accommodations is contained in Board Policies AC-R2, GBA-R2, and JB-R2. DPS will promptly investigate all complaints of discrimination and harassment.

### **Inquiries and Complaints**

Inquiries and complaints concerning discrimination or harassment based on any of the above listed protected classes may be addressed to the District Discrimination Prevention and Response Coordinator or submitted using the External Complaint Form:

District Discrimination Prevention and Response Coordinator

Kristin Bailey, Equity and Safety Counsel

Office of the General Counsel

1860 Lincoln, Room 1230

Denver, CO 80203

(720) 423-3393

[reportdiscrimination@dpsk12.org](mailto:reportdiscrimination@dpsk12.org)

Complaint form at <http://bit.ly/ExternalComplaintForm>

Additionally, inquiries or complaints alleging discriminatory actions may be addressed to the U.S. Department of Education, Office for Civil Rights, 1244 Speer Blvd., Denver, CO 80204.