

Revised June 1, 2004
Revised January 17, 2007
Revised February 28, 2008
Revised April 2, 2009
Revised January 11, 2012
Revised August 26, 2013
Revised August 24, 2020
Revised June 13, 2022

Revised INSERT APPROVAL DATE

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, Elizabeth School District does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of race, color, sex, religion, national origin, ancestry, creed, marital status, sexual orientation, gender identity, gender expression, disability 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.

Complaint procedures have been established for students, parents, employees and members of the public. The following person(s) have been identified as the compliance officer(s) for the district:

Name and title of employee designated as Title IX Coordinator for complaints alleging sexual harassment under Title IX:

Kin Shuman
Director of Human Resources
633 Dale Court
P.O. Box 610
Elizabeth, CO 80107
303-646-1832
kshuman@esdk12.org

Name and title of employee designated as Section 504 Coordinator for complaints alleging discrimination on the basis of disability:

Melissa Barnhart
District Nurse
676 S. Elbert Street

P.O. Box 610
Elizabeth, CO 80107
303-646-6730
mbarnhart@esdk12.org

Lori Clark
District Nurse
~~P.O. Box 610~~
~~Elizabeth, CO 80107~~
~~303-646-6730~~
lclark@esdk12.org

Name and title of employee designated as district compliance officer for all other complaints of unlawful discrimination or harassment:

Kin Shuman
Director of Human Resources
633 Dale Court
P.O. Box 610
Elizabeth, CO 80107
303-646-1832
kshuman@esdk12.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.