

# CHAVEZ HUIERTA

## K-12 PREPARATORY ACADEMY

<b>Book</b>	CHPA Board Policy Manual
<b>Section</b>	Chapter 2 General Institution
<b>Title</b>	BP 2130 Nondiscrimination
<b>Number</b>	BP 2130
<b>Status</b>	Active
<b>Legal</b>	<p>20 U.S.C. §1681 (Title VII, Education Amendments of 1972)  20 U.S.C. §1701-1758 (Equal Educational Opportunity Act of 1972)  29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967)  29 U.S.C. §701 et seq. (Section 504 of the Rehabilitation Act of 1973)  42 U.S.C. §12101 et seq. (Title II of the Americans with Disabilities Act)  42 U.S.C. §2000d (Title VI of the Civil Rights Act of 1964, as amended in 1972)  42 U.S.C. §2000e (Title VII of the Civil Rights Act of 1964)  42 U.S.C. §2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)  34 C.F.R. Part 100  C.R.S. 2-4-401(13.5) definition of sexual orientation  C.R.S. 18-9-121 (bias-motivated crimes)  C.R.S. 22-32-109(1)(II) (Board duty to adopt written policies prohibiting discrimination)  C.R.S. 24-34-301(7) (definition of sexual orientation)  C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division)  C.R.S. 24-34-401 et seq. (discriminatory or unfair employment practices)  C.R.S. 24-34-601 (unlawful discrimination in places of public accommodation)  C.R.S. 24-34-602 (penalty and civil liability for unlawful discrimination)</p> <p>Cross References:  GBA, Open Hiring/Equal Employment Opportunity  GBAA, Sexual Harassment  JB, Equal Educational Opportunities  JBB*, Sexual Harassment</p>
<b>Adopted</b>	October 11, 2016
<b>Last Reviewed</b>	May 9, 2023

CHPA is committed to equal opportunity in educational programs, employment, and all access to institutional programs and activities.

CHPA and each individual who represents CHPA, shall provide access to its services, classes, and programs without regard to national origin, religion, age, sex (or gender, gender identity, gender expression), race, color, medical condition, genetic information, ancestry, sexual

orientation, marital status, physical or mental disability, or because he or she is perceived to have one or more of the foregoing characteristics or based on association with a person or group with one or more of these actual or perceived characteristics.

The President/Chief Executive Officer shall establish administrative procedures that ensure all members of the CHPA community can present complaints regarding alleged violations of this policy and have their complaints heard in accordance with applicable regulations and those of other agencies that administer state and federal laws regarding nondiscrimination.

No CHPA funds shall ever be used for membership, or for any participating involving financial payment or contribution on behalf of CHPA or any individual employed by or associated with it, to any private organization whose membership practices are discriminatory on the basis of national origin, religion, age, sex (or gender, gender identity, gender expression), race, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, or because he or she is perceived to have one or more of the foregoing characteristics or because of his or her association with a person or group with one or more of these actual or perceived characteristics.

**Last Revised** May 16, 2023

Administrative Procedure 2130 - Pending