

Colorado Springs School District 11



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Management Directive from the Superintendent

Date: July 1, 2014

Subject: Notice of Non-Discrimination

Management Directive #: MD-C1

Purpose:

The regulations implementing Title VI, Title IX, Section 504, the *Age Discrimination Act*, and the *Boy Scouts Act* contain requirements for recipients of federal funds to issue notices of non-discrimination. The Title II regulation also contains a notice requirement that applies to all entities of state or local government, whether or not they receive federal financial assistance. These regulations require that recipients notify students, parents, and others that they do not discriminate on the basis of race, color, national origin, sex, disability, and age and that they provide equal access to the *Boy Scouts of America* and other designated youth groups.

Directive:


In accordance with the Title IX and Section 504 regulations, notification shall include posting at the minimum, the short version of the District's statement of non-discrimination in the following types of documents:

1. The Colorado Springs School District 11 Board of Education Operating and Procedures Manual
2. The Education Support Professionals and Executive/Professional Meet and Confer Handbooks, and the Colorado Springs Education Association Master Agreement
3. The District's website
4. Facilities use policies, regulations, and other advertisements for use of district facilities by the community
5. Student handbooks
6. Recruiting and diversity-related materials for students, staff, and others; including enrollment and job applications, job announcements, job fair advertisements, catalogs, and other written recruitment types of communications to students and employees.

The following short version of the District 11 non-discrimination statement must be used in all publications that describe District 11 programs and are intended for prospective and current students or employees. The statement should appear on the title page, inside front cover, inside back cover, or a similar easy-to-locate position. The statement was last updated in May 2013.

The purpose of a management directive is to provide authoritative direction beyond the scope of board policy and regulation. All District 11 employees are required to comply with management directives for the benefit of District 11 students, staff and stakeholders in order to ensure compliance with the Board of Education approved business plan. This management directive is in effect until cancelled or amended.

School District 11 is committed to a policy of non-discrimination in relation to disability, race, creed, color, sex, sexual orientation, transgender status, gender identity, gender expression, national origin, religion, ancestry, age, and protected activity in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Any harassment/discrimination of students and/or staff, based on the aforementioned protected areas, will not be tolerated and must be brought to the immediate attention of the school principal, D11 administrator/supervisor or D11 non-discrimination compliance/grievance coordinator. D11 Non-discrimination Compliance Coordinator: Alvin N. Brown, Jr., browna@d11.org, 719-520-2271, FAX-719-520-2442

Signed: 
Dr. Nicholas M. Gledich
Superintendent of Schools

Date: 7-1-14