

Colorado Springs School District 11



Management Directive from the Superintendent

Date: July 1, 2014

Subject: Title VII Nondiscrimination/Harassment Training

Management Directive #: MD-G1

Purpose:

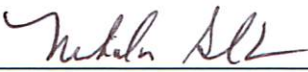
Title VII of the 1964 Civil Rights Act and the Colorado anti-discrimination statutes provide protection against discrimination and harassment in the workplace based on a person's race, creed, color, sex, religion, ancestry, national origin, age, sexual orientation, marital status, handicapping condition and/or protected activity. School board policies provide a similar protection for staff, students, and community members in all educational and employment decisions of the District. The District 11 Board of Education expects that all staff, students, and visitors of District 11 shall treat other staff, students, and visitors with respect and dignity, and shall not engage in any intimidation, discrimination, physical harm and/or harassment against such persons on account of race, creed, color, sex, religion, ancestry, national origin, age, sexual orientation, marital status, handicapping condition and/or protected activity.

Directive:

All executive professional supervisory personnel and other staff who are in supervisory roles are required to attend training on nondiscrimination and harassment in the workplace per Title VII and the Colorado anti-discrimination statutes, as amended, every three years.

Within three months of employment, new executive professional supervisory personnel and other staff who are in supervisory roles are required to complete a Title VII nondiscrimination/harassment course: an on-line version.

The Office of Professional Development is required to maintain participation and notification statistics.

Signed: 
Dr. Nicholas M. Gledich
Superintendent of Schools

Date: 7-1-14