



<i>New Summit Charter Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Equal Employment Opportunity
Policy Number:	GBA - NSCA
Original Date:	09/15/2018
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Category:	Human Resources
Author:	Executive Director
Approval:	NSCA Board of Directors

Equal Employment Opportunity

New Summit Charter Academy promotes and provides for equal opportunity in the recruitment, selection, promotion, and dismissal of all personnel. Commitment on the part of the District towards equal employment opportunity applies to all people without regard to disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth. See Board policy AC - NSCA - E1 for more details.

New Summit Charter Academy does not unlawfully discriminate in any area of employment, including job advertising, pre-employment requirements, recruitment, hiring, opportunities for advancement, compensation, fringe benefits, job classifications, transfer, promotion, and termination.

Legal Refs:

20 U.S.C. §1681 (Title IX of the Education Amendments of 1972)
29 U.S.C. §201 et seq. (Fair Labor Standards Act)
29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967)
29 U.S.C. §794 (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)
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)
C.R.S. 2-4-401 (3.4) (definition of gender expression)
C.R.S. 2-4-401 (3.5) (definition of gender identity)
C.R.S. 2-4-401 (13.5) (definition of sexual orientation)
C.R.S. 22-32-110 (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. 22-61-101 (discrimination in employment prohibited)
C.R.S. 24-34-301 et seq. (Colorado Civil Rights Division procedures)
C.R.S. 24-34-301 (3.3) (definition of gender expression)
C.R.S. 24-34-301 (3.5) (definition of gender identity)
C.R.S. 24-34-301 (7) (definition of sexual orientation)
C.R.S. 24-34-402 et seq. (discriminatory or unfair employment practices)
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth, or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees)

Cross Refs:

AC-NSCA - Nondiscrimination/Equal Opportunity
GBAA-NSCA - Sexual Harassment of Staff and Students

Revision History

Date	Revision Details	Revised By
09/15/2018	Creation	Board, Executive Director
05/07/2025	Revisions	Compliance Officer, Board

APPROVED