

## 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, School District 27J 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, 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 officers for the district:

The following person(s) have been designated as the district Title IX Coordinator for complaints alleging sexual harassment against students under Title IX and as the district Compliance Officer for all other student complaints of discrimination and harassment (except Section 504/ADA – See below):

Jaime White – Intervention Services Director  
18551 E. 160<sup>th</sup> Ave.  
Brighton, CO 80601  
303-655-2925  
[JWhite@sd27j.net](mailto:JWhite@sd27j.net)

The following person(s) have been designated as the district Title IX Coordinator and the district Compliance Officer for all other staff complaints of discrimination and harassment:

Andrew Pippin – Deputy Title IX Coordinator – HR Manager  
18551 E. 160<sup>th</sup> Ave.  
Brighton, CO 80601  
720-685-7603  
[APippin@sd27j.net](mailto:APippin@sd27j.net)

Complaints regarding violations of Title VI (race, national origin), Title IX (sex), 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.