

**Nondiscrimination/Equal Opportunity  
(Notice of Public)**

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 Fremont RE-1 does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, 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 officer for the district employees and members of the public:

Director of Human Resources  
101 N. 14<sup>th</sup>  
Cañon City, CO 81212  
719-276-5700  
jamie.davis@canoncityschools.org

The following person(s) have been identified as the compliance officer for the district students and parents:

Director of Special Services  
101 N. 14<sup>th</sup>  
Cañon City, CO 81212  
719-276-5700  
tim.renn@canoncityschools.org

Complaints may be filed verbally, in writing or anonymously. If you wish to file a complaint using the district complaint form, please visit the Human Resources link at [www.canoncityschools.org](http://www.canoncityschools.org) to access the form or see policy AC-E-2.

**Outside agencies**

Complaints regarding violations of Title VI, (race, national origin), Title IX (sex/gender), Section 504/ADA (handicap or disability), ADEA (age and discrimination), 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. Civil rights complaints regarding the Child Nutrition Programs will be forwarded to The Colorado Department of Education Office of School Nutrition at 1580 Logan, Suite 760, Denver, CO 80203

Adopted: March 10, 2014

Revised and Adopted: September 14, 2015

Revised and Adopted: August 22, 2016

Revised and Adopted: October 23, 2017

Revised and Adopted: August 24, 2020

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