



Colorado Military Academy

File AC-E-1

CMA Non Discrimination/Equal Opportunity Policy

Purpose: Colorado Military Academy (CMA) is dedicated to providing a safe and inclusive learning and working environment. All members of the CMA community, including students, employees, parents, and visitors, will be treated with dignity and respect. CMA complies with all federal and state laws that prohibit discrimination on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, language, religion, ancestry, need for special education services, or any other protected class.

Policy: No qualified student, employee, applicant for employment, or member of the public shall be excluded from participation in, denied the benefits of, or subjected to unlawful discrimination under any CMA program or activity on the basis of disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, language, religion, ancestry, or need for special education services. Additionally, discrimination against employees or job applicants based on age, genetic information, or conditions related to pregnancy or childbirth is also strictly prohibited.

Objectives:

1. Promote equal rights and opportunities for all individuals, as guaranteed by state and federal constitutions and laws.
2. Encourage positive experiences and appreciation of human values across diverse personal and family characteristics, socioeconomic statuses, racial, ethnic, and gender groups.
3. Ensure that all decisions made within the school carefully consider their potential impact on human relations and societal equality.
4. Utilize educational experiences to build pride in the CMA community.
5. Periodically review CMA policies and practices to ensure they align with the goals of this nondiscrimination policy.
6. Investigate and appropriately discipline any staff or student involved in harassment or discrimination, in accordance with CMA policies.

Annual Notice: CMA will provide an annual written notice at the beginning of each school year, informing students, parents, employees, and the general public that CMA's programs, activities, and employment opportunities are offered without regard to disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, language, religion, ancestry, or need for special education services. The

notice will also include contact details for the individuals responsible for coordinating compliance with Title IX and Section 504 of the ADA.

This notice will be made available in various languages and accessible formats for individuals with limited English proficiency or disabilities (visual or hearing impairments). It will appear in school publications, recruitment materials, application forms, vacancy announcements, student handbooks, and other relevant media.

Prohibition of Harassment: CMA prohibits harassment based on disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, national origin, language, religion, ancestry, or need for special education services. Such harassment is a form of discrimination and is prohibited by federal and state laws. All students, employees, and visitors are responsible for ensuring a non-discriminatory and safe environment at CMA.

Harassment includes any unwelcome verbal, written, or physical conduct that targets a person based on one of the protected classes and:

1. Causes physical, emotional, or mental harm, or property damage.
2. Is severe, persistent, or pervasive enough to create an intimidating, hostile, or threatening environment.
3. Substantially disrupts the educational process or school operations.

Reporting Harassment:

- **Students:** Any student who believes they have experienced unlawful discrimination or harassment should immediately report the incident to an administrator, teacher, or counselor. Formal complaints may be filed with the compliance officer.
- **Employees or Public:** Any employee or member of the public who believes they have experienced unlawful discrimination or harassment should file a formal complaint with the compliance officer.
- **Witnesses:** All students or staff who witness harassment must report the incident to school authorities.

Interim Measures: During an investigation, CMA may take interim actions to protect the individual alleging harassment from further incidents or retaliation.

Disciplinary Actions: Following an investigation, CMA will take appropriate action to stop the harassment, prevent its recurrence, and protect the individual reporting harassment. Disciplinary measures for those found responsible for harassment may include suspension, expulsion, or employment termination. Individuals who knowingly file false harassment complaints will also be subject to disciplinary action.

No Retaliation: CMA prohibits retaliation against anyone who makes a good faith report of harassment or participates in an investigation. To the extent possible, all reports will be kept confidential.

Training and Awareness: CMA will provide regular training for staff and students on preventing harassment, recognizing protected classes, and addressing discriminatory behavior. This training will be included in handbooks and staff development programs to ensure a respectful, inclusive environment.

Legal References:

- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Americans with Disabilities Act (ADA)
- Civil Rights Act of 1964
- Colorado State Law: C.R.S. 24-34-601 (Unlawful Discrimination)