



Colorado Military Academy

File: JBB

Sex-Based Harassment Policy

Colorado Military Academy (CMA) recognizes that sex-based harassment can severely impact a student's academic success and emotional well-being. Preventing and addressing sex-based harassment is crucial to ensuring a safe, respectful, and non-discriminatory learning environment. Sex-based harassment is considered a form of **sex discrimination**, and is prohibited by both federal and state laws, as outlined in CMA's policies on unlawful discrimination and harassment.

CMA's Commitment

CMA is dedicated to maintaining an educational environment free from sex-based harassment. It is a violation of CMA policy for any staff member to harass students or for students to harass their peers through sexual conduct or communications. Retaliation against individuals who report harassment or participate in an investigation is also prohibited.

Definition of Sex-Based Harassment

1. **Under Title IX:**
 - **Quid pro quo:** A CMA staff member conditioning educational benefits on participation in unwelcome sexual conduct.
 - **Unwelcome conduct:** Any conduct that is so severe, pervasive, and objectively offensive that it denies a student equal access to CMA's educational programs or activities.
 - **Criminal acts:** Sexual assault, dating violence, domestic violence, or stalking.
2. **Under Colorado State Law:**
 - **Unwelcome physical, verbal, pictorial, or visual conduct** based on sex, sexual orientation, gender identity, or gender expression.
 - **Quid pro quo:** A CMA staff member conditioning education, services, or opportunities on submission to unwelcome conduct.
 - **Retaliation:** Making educational decisions based on how a student responds to harassment.
 - Conduct that creates a hostile, intimidating, or offensive educational environment, or that interferes with a student's ability to participate in educational activities.

Reporting, Investigation, and Confidentiality

- Students are encouraged to report all incidents of sex-based harassment to any teacher, counselor, or administrator at CMA. Reports can also be filed through the **Title IX Coordinator**:

Adriana Lopez

Phone: 719-576-9838

• **Email: Lopez.a@cmacs.org**

- CMA will promptly investigate all reports according to district and legal procedures. If a report does not meet the Title IX definition of sex-based harassment, it may still be addressed under Colorado state law and CMA policy.
- Confidentiality will be maintained to the extent possible, as long as it does not interfere with CMA's ability to investigate or prevent future harassment. Filing a report will not affect the student's grades or status at CMA.
- CMA will take corrective action to restore educational opportunities lost due to harassment and ensure it does not happen again.

Training and Communication

- CMA will provide **annual training** to all students and staff on recognizing and preventing sex-based harassment. Staff will receive additional training on responding to reports.
- This policy and the complaint procedures will be included in student and employee handbooks and made accessible through electronic and physical copies. Notices will be displayed throughout the school to ensure full awareness.

Legal References

- **Title IX of the Education Amendments of 1972 (U.S.C. §1681 et seq.)**
- **Colorado Revised Statutes (C.R.S.) 22-32-109** (Board duty to adopt nondiscrimination policies)
- **C.R.S. 22-1-143** (definition of harassment)
- **C.R.S. 24-34-402** (employment practices)

CMA is committed to fostering a safe, inclusive, and respectful school environment where all students can thrive academically and socially, free from harassment.