

**Nondiscrimination/Equal Opportunity**  
(Sample Notice)

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, Northwest Colorado BOCES does not unlawfully discriminate on the basis of race, color, sex, religion, national origin, ancestry, creed, age, marital status, sexual orientation (which includes transgender), genetic information, conditions related to pregnancy or childbirth, disability or need for special education services in admissions, access to, treatment, or employment in programs or activities which it operates.

Complaint procedures have been established for students, parents, employees and members of the public. The executive director has been identified as the compliance officer for the BOCES:

\_\_\_\_\_  
Name(s) of employee(s) designated as compliance officer

\_\_\_\_\_  
Address

\_\_\_\_\_  
Telephone number

\_\_\_\_\_  
Email

**Outside agencies**

Complaints regarding violations of Title VI, (race, national origin), *[Title IX (sex/gender),]* or 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. 17<sup>th</sup> Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

Issued:                    January 12, 2017

*NOTE: Per the attached sample policy, this notice shall appear on a continuing basis in all BOCES media containing general information, including: BOCES's website, recruitment materials, application forms, and vacancy announcements.*