

## 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, and Colorado law, San Juan County School District #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, 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 for Title IX and Section 504 have been established for students, parents, employees and members of the public. The following person(s) have been identified as the designated employee(s) to coordinate compliance activities for the district.

As referenced in exhibit ACE-E-1, specific complaints of alleged discrimination under Section 504 or the ADA (disability) should be referred to:

Elizabeth Barszcz  
San Juan County School District #1  
PO Box 128  
1160 Snowden  
Silverton, CO 81433  
970-387-5544

As referenced in exhibit JBA-E, specific complaints of alleged discrimination under Title IX (sex) should be referred to:

Elizabeth Barszcz  
San Juan County School District #1  
PO Box 128  
1160 Snowden  
Silverton, CO 81433  
970-387-5544

### Outside Agencies

Complaints regarding violations of Title VI, (race, national origin), Title IX (sex/gender), Section 504/ADA (handicap or disability), may be filed directly with the Office for Civil Rights, U.S. Department of Education, Region VIII, Federal Office Building, 1244 North Speer Boulevard, Suite 310, Denver, Colorado, 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 519, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

*NOTE: This notice must appear on a continuing basis in all district media containing general information, including: teachers' guides, school publications, recruitment materials, application forms, vacancy announcements, student and employee handbooks, school program notices, district website, summer program newsletters and annual letters to parents.*

**[Revised July 2020]**  
COLORADO SAMPLE EXHIBIT 1999

*Adopted November 2004  
San Juan County School District #1, Silverton, Colorado  
Modified November 2007; 01/13/09; July 2020, June  
2022*

