

Equal Educational Opportunity: Preventing Discrimination, Harassment & Bullying

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Jan 24 2025

We are committed to providing a safe learning environment where all members of the school community are treated with dignity and respect. Consequently, it is district policy that no person shall be excluded from participation in, be denied the benefits of, or be subjected to unlawful discrimination in any district program or activity on the basis of ethnicity or race, color, religion, national origin, ancestry, sex, sexual orientation, gender identity, genetic information, age, veteran status, disability, or pregnancy. In support of this, the Jeffco Public Schools' Family and Community Partnerships Office offers proactive methods to foster safe and collaborative school environments and community partnerships.

All students, families and community members are expected to be aware of the standards of conduct addressed in district policies regarding discrimination, harassment, and bullying and are expected to comply with these policies. Failure to comply may result in student discipline or restricting parent/community access to school property.

Discrimination & Harassment

Discrimination occurs when someone is treated differently or less favorably due to that person's inclusion in a protected class. Harassment is a form of discrimination and can take many forms. For instance, harassment may include oral, written or physical conduct that denigrates or shows hostility or aversion toward an individual because of

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the person's perceived protected status and which has the purpose or effect of unreasonably interfering with an individual's educational opportunities or creating an intimidating, hostile or offensive education environment.

Harassing conduct may also include dehumanizing language, epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is placed on walls or elsewhere on the district's premises or circulated by e-mail, phone (including voice messages), text messages, social networking sites, or other means. Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum.

For additional information, review these policies:

- **District Policy AC, Nondiscrimination and Equal Opportunity** [↗](#)
- **District Policy JB, Equal Educational Opportunities** [↗](#)
- **District Regulation JB-R1, Student Discrimination Complaint Process** [↗](#)
- **District Regulation JB-R2, Equal Educational Opportunity - Transgender Students** [↗](#)
- **District Regulation JB-R3, Grievance Procedure for Section 504 of the Rehabilitation Act** [↗](#)

The following contact has been designated to assist Jeffco Public Schools' students and families with its response to complaints of unlawful harassment and discrimination:

Emily Sloan, Title IX and Student Non-Discrimination

1829 Denver West Drive, Bldg. #27

Golden, CO 80401-001

Phone: **303-982-6544** [↗](#)

Email: complianceofficer@jeffco.k12.co.us [↗](#)

Online: Submit a formal complaint [↗](#)

Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment may include a range of subtle and not-so-subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess, or sexual deficiencies; leering, whistling, or touching of a private body part; insulting or obscene comments or gestures; display of sexually suggestive objects or pictures; and other physical, verbal, or visual conduct of a sexual nature including sexual violence.

All public schools receiving any federal funds must comply with Title IX of the Education Amendments of 1972. Jeffco Public Schools has a responsibility to respond promptly and effectively to claims of sexual harassment. Title IX requires Jeffco to adopt and publish grievance procedures for students to file complaints of sexual harassment. Schools can use general disciplinary procedures to handle complaints that do not meet the criteria for sexual harassment.

Complaints of unlawful discrimination and harassment based on gender or sex may be made at any time of the day, in any manner: in person, by mail, by telephone, or by electronic mail, using the contact information for the district Title IX Coordinator listed below.

Attn: Emily Sloan, Title IX Coordinator
1829 Denver West Drive, Bldg. #27
Golden, CO 80401-001
Phone: 303-982-6544
Email: titleix@jeffco.k12.co.us 

Online: [Submit a formal complaint](#) 

For additional information, please refer to [District Policy JBB, Sexual Harassment of Students](#) 

Bullying

Bullying is defined as any written or oral expression, physical or electronic act or gesture, or a pattern thereof, that is intended to coerce, intimidate, or cause any physical, mental, or emotional harm to any student. Bullying is prohibited for any reason, including but not limited to behavior that is directed toward a student on the basis of academic performance or based on protected status. For additional information, please refer to **District Policy JICDE, Prevention of Bullying** [↗](#).

Reporting

If you feel you have been a victim of or witness to discrimination or harassment, report it immediately. Please see the **Concerns, Complaints, and Grievances section** [↗](#) of this handbook for guidance.