

# **CODCA 2024-2025**

## **Non-Discrimination Policy**

The Destinations Career Academy of Colorado does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.<sup>1</sup> In addition, lack of English skills will not be a barrier to admission and participation in any school programs or activities. Additionally, offered CTE opportunities are without regard to race, color, national origin, sex, or handicap. CODCA provides procedural processes to any person calling attention to a grievance wherein the institution follows for investigation of the issue. Complaints accepted verbally, written or by appointment in an in-person or virtual face-to-face meeting. Each party pertaining to the complaint receives notice of complaint and all parties receive a timeline of actions of procedure within 10-days of notification to all parties of such a grievance. The following person is the designee to handle inquiries regarding the non-discrimination policies:

Denise Dutton, Non-Discrimination Coordinator  
8603 Turnpike Dr., #100, Westminster, CO 80031 | [ddutton@k12.com](mailto:ddutton@k12.com) | 720.460.0959

For further information on notice of non-discrimination, visit <https://www2.ed.gov/policy/rights/reg/ocr/edlite-34cfr104.html#S8> for the address and phone number of the office that serves your area, or call 1-800-421-3481.

## **Section 504 and Title II (ADA) Information**

CODCA has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990 (ADA). Section 504 and the ADA prohibit discrimination on the basis of disability in any program or activity receiving Federal financial assistance.

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## **Title IX Information**

CODCA does not discriminate based on race, color, national origin, sex, disability, or age in its programs and activities and provides equal access educational programs and activities. As required by Title IX, CODCA does not discriminate on the basis of gender, in its educational programs and activities. The following person has been designated to handle inquiries regarding the Title IX non-discrimination matters:

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Additionally, you may contact the Office of Civil Rights by calling 1-800-421-3481.

### **Title VI and Race, Color and National Origin Discrimination Information**

Title VI of the Civil Rights Act of 1964 protects people from discrimination based on race, color or national origin in programs or activities that receive Federal financial assistance. Title VI states that:

No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

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Programs and activities that receive Federal financial assistance from the United States Department of Education (ED) are covered by Title VI. ED maintains an Office for Civil Rights, with 10 regional offices and a headquarters office in Washington, D.C., to enforce Title VI.

### **Non-Discrimination Procedure, Appeals Process, Complaint Form and Contact Information**

**Procedure** click [HERE](#). | **Formal Complaint Form** [HERE](#).

[McKinney-Vento Dispute Appeals Form](#)

### **Appeals Process**

In accordance with Federal and State OCR (Office for Civil Rights) Guidelines, any student who believes that CODCA, or any of the school's staff, instructors, and/or administrators have inadequately applied the principles and/or regulations of Title VI of the Civil Rights Act of 1964 (race, color, national origin), Title IX of the Education Amendment Act of 1972 (sex/gender), and/or Section 504 and Title II of the Rehabilitation Act of 1973 (disability) may make a complaint which shall be referred to as a formal grievance. However, whenever possible and practical and informal solution to the complaint is encouraged and should be attempted with the school's Head of School.

If an informal acceptable solution cannot be attained, the student shall commit the complaint to writing, audio file or in-person interview and formal grievance procedures shall commence. The complainant may file her/his complaint directly with the Office for Civil Rights, United States Department of Education, and/or use the internal grievance process set forth as follows:

Step 1. An alleged formal discrimination grievance (pertaining to any above named regulation or title) complaint should first be made to the Head of School within ten (10) school days from the date of the incident. The HOS has ten (10) school days to make a decision and formulate a course of

action for all involved. However, it should be noted, there is no time limit or statute of limitations on a complainant's decision to file a formal complaint.

Step 2. If not resolved at Step 1, the decision may be appealed to the District's Compliance and Family Engagement Coordinator within five (5) school days from the date of the Step 1 decision:

Step 3. If not resolved at Step 2, the decision may be appealed by the complainant to the Office for Civil Rights/Denver Office, U.S. Department of Education, Federal Building, Suite 310, 1244 Speer Boulevard, Denver, CO 80204-3052

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