

## **Notice of Nondiscrimination (updated 2024)**

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, Colorado International Language Academy 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, gender identity, gender expression, marital status, national origin, religion, ancestry, family composition, 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. Harassment, if it rises to the level described in state law, is a prohibited form of discrimination.

The Board has adopted policies to handle discrimination complaints in alignment with federal and state law. Board-approved policies can be found here:

- Harassment and Discrimination Investigation Procedures for Students
- Sex-based Harassment Investigation Procedures

If you have a complaint about discrimination or harassment as it pertains to Colorado International Language Academy, please contact one of the coordinators below.

### **Compliance Officer**

Shaunna Kimble

303 Austin Bluffs Parkway, Colorado Springs, CO 80918

skimble@cilaschool.org

719-645-8063

### **Title IX Coordinator**

Shaunna Kimble

303 Austin Bluffs Parkway, Colorado Springs, CO 80918

skimble@cilaschool.org

719-645-8063

*Inquiries about the application of Title IX may be referred to the school Title IX Coordinator, the [Department of Education's Office for Civil Rights](#), or both.*

### **Americans with Disabilities Act (ADA), Section 504 Coordinator**

Carina Schmidt

303 Austin Bluffs Parkway, Colorado Springs, CO 80918

cschmidt@cilaschool.org

719-645-8063

### **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, 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, 950 17th St., Suite 300, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 825, Denver, CO 80202.