



<i>The Classical Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Equal Employment Opportunity
Policy Number:	GBA-TCA
Original Date:	9/1/2009
Last Reviewed:	4/30/2013
Category:	Personnel
Author/Cabinet Approval:	Director of Human Resources

INTRODUCTION

It is the policy of The Classical Academy to promote equal employment opportunity. The Classical Academy shall provide equal employment opportunity to qualified individuals without regard to race, color, creed, sex, sexual orientation, religion, national origin, ancestry, age, marital status, or disability.

The Classical Academy does not illegally discriminate in any area of employment, including job advertising, pre-employment requirements, recruitment, hiring, opportunities for advancement, compensation, fringe benefits, job classifications, transfer, promotion, and termination.

This TCA policy replaces ASD20 Policy GBA.

Legal Refs:

- 20 U.S.C. §§ 1400 et seq. (Individuals with Disabilities Education Act)
- 20 U.S.C. §§ 1681-1686 (Title IX of the Education Amendments of 1972)
- 20 U.S.C. §§ 1701 and 1703 (Title II of the Equal Educational Opportunities Act of 1974)
- 29 U.S.C. § 794 (Section 504, Rehabilitation Act of 1973)
- 42 U.S.C. § 2000d (Title VI of the Civil Rights Act of 1964)
- 42 U.S.C. §§ 2000e et seq. (Title VII of the Civil Rights Act of 1964)
- 42 U.S.C. §§ 12101 et seq. (Americans with Disabilities Act)
- 28 C.F.R. Part 3534 C.F.R. Parts 104 and 106
- C.R.S. § 18-9-121
- C.R.S. § 22-32-109(1)(w) and (x)
- C.R.S. § 22-32-110(1)(k)
- C.R.S. § 22-61-101
- C.R.S. § 24-34-402

Cross Refs:

- AC-TCA - Nondiscrimination/Equal Opportunity
- ACA/ACB-TCA - Nondiscrimination on the Basis of Sex and Handicap
- GBAA-TCA - Sexual Harassment of Staff and Students
- EL 2.0 Global Executive Constraint
- EL 2.3 Treatment of Staff

Policy Revision History

Date	Revision Details	Revised By
4/30/2013	Reformatted policy into new template. Completed annual review.	Director of Human Resources