

Notice of Nondiscrimination

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, AAK 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:

- [Nondiscrimination/Equal Opportunity Policy](#)
- [Harassment and Discrimination Investigation Procedures for Students](#)

If you have a complaint about discrimination or harassment as it pertains to the Academy of Arts and Knowledge please contact one of the coordinators below.

Compliance Officer

Andy Franko

afranko@mingaeducationgroup.org

Americans with Disabilities Act (ADA), Section 504 Coordinator

Nichole Schlagel Hope

4800 Wheaton Drive

Fort Collins, CO 80525

nschlagel@aakelementary.org

970-226-2800

Title IX Notice

The school does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its

regulations, including in admissions and employment. The school's Title IX policy and grievance procedures can be found here:

[Sex-based Harassment Investigation Procedures](#)

To report information that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the board policy. 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.

Title IX Coordinator

Andy Franko

[`afranko@mingaeducationgroup.org`](mailto:afranko@mingaeducationgroup.org)

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.