Nondiscrimination/Equal Opportunity

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, The Thompson School district does not unlawfully discriminate against otherwise qualified students, employees, applicants for employment, or members of the public on the basis of a person's actual or perceived characteristics such as, but not limited to, race, color, sex, sexual orientation, gender identity, gender expression, religion, creed, national origin, ancestry, immigration/citizenship status, age, marital status, conditions related to pregnancy or childbirth, genetic information, mental or physical disability, need for special education services, or any other protected class in conformance with federal, state, and local law. 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.

The individual named as the district's compliance officer for purposes of Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) specific to students is:

Charlie Carter, Executive Director of Student Support Services
Thompson R2-J School District
800 South Taft Avenue Loveland, CO 80537
970-613-5092
Charlie.Carter@thompsonschools.org

The above-listed individual has been designated to assist the district, specific to students, with its response to complaints of discrimination and/or harassment on the basis of disability.

The individual named as the district's compliance officer for purposes of Section 504 of the Rehabilitation Act of 1973 and the American with Disabilities Act (ADA) specific to employees, and Title IX and/or other federal and state civil rights laws for both students and employees is:

Thomas Texeira, Director of Human Resources
Thompson R2-J School District
800 South Taft Avenue Loveland, CO 80537
970-613-5009
Thomas.Texeira@thompsonschools.org

The above-listed individual has been designated to assist the district with its response to complaints of unlawful discrimination and/or harassment on the basis of a person's actual or perceived characteristics such as, but not limited to, race, color, sex, sexual orientation, gender identity, gender expression, religion, creed, national origin, ancestry, immigration/citizenship status, age, marital status, conditions related to pregnancy or childbirth, genetic information, mental or physical disability, need for special education services, or any other protected class in conformance with federal, state, and local law for students and employees. In addition, this individual has been designated to assist the district, specific to employees, with its response to complaints of unlawful discrimination and/or harassment on the basis of disability.

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, 303 E. 17th Ave., Suite 510, Denver, CO 80202, or the Colorado Civil Rights Commission, 1560 Broadway, Suite 1050, Denver, CO 80202.

Revised November 14, 2012
Revised July 28, 2020