

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Board Policy Manual
Section	Chapter 5 Human Resources
Title	BP 5170 Commitment to Diversity
Number	BP 5170
Status	Active
Legal	Chavez/Huerta K-12 preparatory Academy Charter School Contract CO Rev. Stat. Sec. 24-34-401 et seq Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 Fair Labor Standards Act, 29 U.S.C. §201 et seq. Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §621 et seq. 29 U.S.C. §701 et seq. (Section 504 of the Rehabilitation Act of 1973) Americans with Disabilities Act, 42 U.S.C. §1201 et seq. Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §2000e C.R.S. 22-32-110 (1)(k) C.R.S. 22-61-101 C.R.S. 24-34-301 through 24-34-308 C.R.S. 24-34-402
Adopted	October 11, 2016
Last Reviewed	October 11, 2016

Chavez/Huerta K-12 Preparatory Academy (CHPA) is committed to employing a diverse and qualified group of administrators, faculty, and staff members who are dedicated to the success of all K-12 students.

The CHPA Board of Directors recognizes that a diverse community of faculty, staff and administrators promotes academic excellence and creates an inclusive educational and work environment for its employees, contractors, students and the community it serves. A diverse community fosters multi-cultural awareness, promotes mutual understanding and respect, and provides role models for all students.

CHPA seeks candidates who are best prepared to meet the needs, interests and goals of the diverse students it serves. It is the CHPA's policy to recruit, employ, value, and support a highly qualified and diverse workforce. Through the cooperation and the assistance of all CHPA staff, the CHPA Board assures that all employees and applicants for positions will have equal opportunity for employment regardless of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, political beliefs, age, gender, religion,

transgender, sexual orientation, marital status, veteran status, and/or physical or mental disability.

CHPA believes the Governing Board, administration, faculty, and staff share the responsibility of ensuring that CHPA employees are sensitive to, and knowledgeable of, the diverse backgrounds of its staff and students.

The CHPA Board directs that the principles and spirit of this Commitment to Diversity Policy be applied to student admissions and enrollment, transfer, curriculum, and faculty and staff development.

The Board directs the staff to develop and to periodically update a Commitment to Diversity Plan. In this plan there shall be procedures to ensure compliance.

Nothing in this section will supersede state or federal law. Compliance with this Board Policy shall be consistent with the regulations embodied in applicable federal and state law and with Colorado and Federal Equal Opportunity legislation.

Last Revised September 21, 2016

See Administrative Procedure 5170