

EL9- Treatment of Students, Parents, Families, and Community

Policy Type: Executive Limitations

Treatment of Students, Parents, Families, and Community

In order to ensure a welcoming and inclusive environment for our students, parents, families, and community, the Superintendent will take reasonable steps to create conditions and procedures, and take actions, or make decisions that are lawful, ethical, safe, inclusive, culturally-responsive and consistent with Board policy.

Accordingly, the Superintendent shall not fail to:

1. Use methods of collecting, reviewing, transmitting, or storing information that reasonably protect confidential information;
2. Provide for effective handling of grievances and complaints;
3. Take reasonable steps to protect against illegal conditions and procedures;
4. Establish policies and procedures that comply with applicable federal and state laws;
5. Take reasonable steps to inform students, parents/guardians, families and the community of district policies, procedures, and school choices within the district; and
6. Meaningfully and timely respond to concerns raised by students, parents/guardians, and community members and timely report on any serious or repeated concerns and responses to the Board.
7. Take reasonable steps to protect the students and staff of the district from discrimination on the basis of gender identity, sexual identity or orientation including when participating in extracurricular activities, sports, or the use of district facilities.
8. Take all lawful steps to prevent federal immigration enforcement activities from interfering with achieving equitable outcomes for students;
9. Take reasonable steps to make at least one all-gender restroom available in all DPS facilities;
10. Take reasonable steps to ensure all district staff use students' preferred pronouns and to ensure students' preferred pronouns are reflected in district records, files, and communications
11. Take reasonable steps to ensure no district school or program waives or opts out of the provisions of C.R.S. 22-7-1207 including parental or caretaker input into a student advancement or retention decision

12. Take reasonable steps to maintain, provide, and re-supply easily accessible menstrual hygiene products for K-12 students in need of supplies to reduce the stigma and ongoing impact associated with Period Poverty. These products will be provided without cost to the student.
13. Take reasonable steps to ensure the district is supportive of references to Black Lives Matter as consistent with our equity-based curriculum and the stated values of our Board of Education.

For DPS, the fact that Black Lives Matter is a settled issue. The DPS Board of Education has stated its belief in Black Lives Matter as a key part of its commitment to the Black Excellence Resolution and its equity curriculum. For our Board members and many of our employees, to say Black Lives Matter is to say that we acknowledge that racism exists for our Black students and our Black educators. To say Black Lives Matter is to state a commitment to openly and honestly address and eliminate the racism that lives in our society and in our district. In DPS, Black Lives Matter is not just an organization; it is a phrase that is synonymous with the district's equity work to eliminate barriers to success for all children. It is also in line with our work to center culturally responsive curriculum and antiracist teaching. Because Black Lives Matter is a symbol of our hopes and dreams for our Black students and educators, you may see references to it on the clothing of our employees occasionally regarding schools holding week long events addressing BLM for example.

Adopted: [October 21, 2021]

LEGAL REFS.:

20 U.S.C. 1232g (Family Educational Rights and Privacy Act)

20 U.S.C. 1232h (protection of pupil rights)

C.R.S. 22-32-109 (1)(b) (Board duty to adopt policies necessary and proper for the efficient administration of the district)

C.R.S. 22-7-1207 (Advancement decision; parental involvement)

Monitoring Method:

Monitoring Data:

Monitoring Frequency: Annually