

## **DISCLAIMER STATEMENT**

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## **EQUAL OPPORTUNITY STATEMENT**

Jeffco Public Schools is an equal opportunity/affirmative action employer and complies with all federal and Colorado laws, regulations, and executive orders regarding affirmative action requirements in all programs. To assist Jeffco Public Schools in meeting its affirmative action responsibilities, ethnic minorities, women and other protected class members are encouraged to apply and to so identify themselves.

## **SECTION 504 STATEMENT**

Jeffco Public Schools abides by Section 504 of the Rehabilitation Act of 1973 (Section 504) and Title II of the Americans with Disabilities Act (ADA) which prohibit discrimination on the basis of disability.

## **SEXUAL HARASSMENT REPORTING**

Jeffco Public Schools is committed to providing a working and learning environment that is free from sexual harassment, and it is the policy of the district that sexual harassment will not be tolerated. Investigation of alleged sexual harassment will be investigated. Learn more about sexual harassment reporting at:  
[http://www.jeffcopublicschools.org/current\\_parent\\_student/sexual%20harassment%20reporting.html](http://www.jeffcopublicschools.org/current_parent_student/sexual%20harassment%20reporting.html)

## **PRIVACY STATEMENT**

**Commitment to Individual Privacy** - Jeffco Public Schools is committed to protecting the privacy and accuracy of confidential information submitted by employees, students, and visitors to our websites. We do not actively share personal information gathered. However, because Jeffco Public Schools is a public institution, some information collected from the Jeffco Public Schools' websites may be subject to the Colorado Public (Open) Records Act. Thus, in some cases we may be compelled by law to release information gathered from our Web servers. This may include server log information, e-mail messages sent to an individual identified on the website, and information collected from Web-based forms.

## **INFORMATION COLLECTION**

It is Jeffco Public Schools policy to collect the least amount of personally identifiable information required to fulfill its required duties and responsibilities, to complete a particular transaction or as required by law. This policy applies to the collection of all personally identifiable information, regardless of the source or medium.

For site administration functions, information, other than personal information linked to a particular individual, is collected for analysis and statistical purposes of website navigation. This information is used to help diagnose problems, assess what information is of most interest, determine technical design specifications, identify system performance and/or problem areas, and other administration functions.

## **SOCIAL MEDIA SITES**

Jeffco Public Schools also makes use of social media sites. See additional practices regarding these sites at: [www.jeffcopublicschools.org/media/social\\_media.html](http://www.jeffcopublicschools.org/media/social_media.html) , and the individual service provider sites.

## **JEFFCO PUBLIC SCHOOL POLICIES**

The Jefferson County Board of Education sets forth the policy for governance of the school district. District policies as stated at: <http://www.jeffcopublicschools.org/board/index.html/> also govern the use of this website.

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The information provided in this privacy statement should NOT be construed as giving business, legal, or other advice, or as warranting the security of information provided through this website.