

NON-LEGAL NAME CHANGES FOR SCHOLARS

Leman Academy will honor a scholar's request to use a chosen name if the scholar and his or her parent/guardian follow the request procedure in Leman Academy's NON-LEGAL NAME CHANGE PROCEDURE FOR SCHOLARS.

Once a scholar has properly complied with the request procedure as defined in Leman Academy's NON-LEGAL NAME CHANGE PROCEDURE FOR SCHOLARS, school employees, educators, and contractors, as defined in this same regulation, shall address a scholar by the scholar's chosen name and use the scholar's chosen name in school and during extracurricular activities. School employees, educators, and contractors, as defined in this same regulation, may also consistently address all scholars by their family or last name.

Appeal procedure

Should a request for a non-legal name change be denied, the parent/guardian will be advised by the principal that he/she may appeal the denial by contacting the Head of Schools.

The receiving principal shall submit the reason for the denial of the request and the parent/guardian's request to the Head of Schools who will review the parent/guardian request and the principal's decision and then make a determination.

The Head of School's decision shall be final.

Notice of Nondiscrimination

The School is committed to a policy of nondiscrimination in education and employment. The School prohibits discrimination on the basis of disability, need for special education services (whether actual or perceived), race, creed, color, sex, marital status, sexual orientation, transgender status, gender identity, gender expression (including the use of scholar's chosen name), national origin, religion, ancestry, age, genetic information, or protected activity in its programs and activities.

Legal

C.R.S 22-1-143 (Definition of public school employee, educator, and contractors)

C.R.S. 22-1-143(2) (Reporting requirements for reports of harassment or discrimination)

C.R.S. 22-1-143(1)(d)(IV) (Definition for harassment or discrimination)

C.R.S 22-1-145(1)(d)(2) (Public school employees shall use scholar's chosen name)

C.R.S. 22-1-145(1)(d)(3) (Knowingly or intentionally using a name other than the scholar's chosen name is discriminatory)

C.R.S. 22-1-145(1)(d)(4) (scholar who is subject to discrimination may file a report)

C.R.S. 22-1-145 (Definitions)

C.R.S. 22-2-117(1)(b)(IX) (State board shall not waive requirements specified in (1)(b)(IX), (X), or (XI))

C.R.S. 22-30.5-104(6)(c) (Charter School - State board may not waive rule relating to (6)(c)(VIII), (XI), or (X))

C.R.S. 22-30.5-507(7)(b) (Institute Charter School - State board may not waive rule relating to (7)(b)(VIII), (IX), or (X))

20 U.S.C. SECS. 1681 ET SEQ., AS AMENDED. (Policy adopted pursuant to Title IX of the Federal "Education Amendments of 1972")