

Open Hiring/Equal Employment Opportunity

The Board subscribes to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the school district's staff.

Therefore, the district promotes and provides for equal opportunity in the recruitment, selection, promotion, and dismissal of all personnel. Commitment on the part of the district towards equal employment opportunity applies to all people without regard to disability, race, creed, color, sex, sexual orientation, gender identity, gender expression, marital status, national origin, religion, ancestry, age, genetic information, or conditions related to pregnancy or childbirth. See Board policy AC-E-1 for more information.

The district will ensure that it does not unlawfully discriminate in any area of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion, and termination.

Adopted: February 20, 1979
Revised and Recoded: May 18, 2011
Revised: March 2012
First Reading: January 9, 2013
Adopted: January 23, 2013
Revised: July 2020
Adopted: September 2, 2020
Revised: September 2021
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Revised: February 2024
Adopted: April 3, 2024
Revised: June 2024
Adopted: September 4, 2024
Revised: February 2025
Adopted: April 16, 2025

LEGAL REFS.: 20 U.S.C. §1681 (Title IX of the Education Amendments of 1972)
29 U.S.C. §201 et seq. (Fair Labor Standards Act)
29 U.S.C. §621 et seq. (Age Discrimination in Employment Act of 1967)
29 U.S.C. §794 (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. §12101 et seq. (Title II of the Americans with Disabilities Act)
42 U.S.C. §2000d (Title VI of the Civil Rights Act of 1964)
42 U.S.C. §2000e (Title VII of the Civil Rights Act of 1964)
42 U.S.C. §2000ff et seq. (Genetic Information Nondiscrimination Act of 2008)
C.R.S. [2-4-401](#) (3.4) (definition of gender expression)
C.R.S. [2-4-401](#) (3.5) (definition of gender identity)

C.R.S. [2-4-401](#) (13.5) (definition of sexual orientation)
C.R.S. [22-32-110](#) (1)(k) (definition of racial or ethnic background includes hair texture, definition of protective hairstyle)
C.R.S. [22-61-101](#) (discrimination in employment prohibited)
C.R.S. [24-34-301](#) et seq. (Colorado Civil Rights Division procedures)
C.R.S. [24-34-301](#) (9) (definition of gender expression)
C.R.S. [24-34-301](#) (10) (definition of gender identity)
C.R.S. [24-34-301](#) (24) (definition of sexual orientation)
C.R.S. [24-34-402](#) et seq. (discriminatory or unfair employment practices)
C.R.S. [24-34-402.3](#) (discrimination based on pregnancy, childbirth or related conditions; notice of right to be free from such discrimination must be posted "in a conspicuous place" accessible to employees)

CROSS REFS.: [AC](#), Nondiscrimination/Equal Opportunity

AC-E-1, Nondiscrimination/Equal Opportunity

[GBAA](#), Sexual Harassment

Big Sandy School District 100J, Simla, CO