

## 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 shall promote and provide for equal opportunity in 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.

The district shall 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  
Adopted: November 3, 2021  
Revised: February 2024  
Adopted: April 3, 2024

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 (3.3) (definition of gender expression)

C.R.S. 24-34-301 (3.5) (definition of gender identity)

C.R.S. 24-34-301 (7) (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

GBAA, Sexual Harassment