

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, 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

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 (13.5) (*definition of sexual orientation, which includes transgender*)

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 (7) (definition of sexual orientation, which includes transgender)

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

Big Sandy School District 100J, Simla, Colorado