

## ***Board File: GBA***

### **OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY**

The district is dedicated to the principles of equal employment opportunity.

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 shall apply to all people without regard to race, color, national origin, ancestry, creed, religion, sex, marital status, sexual orientation, gender expression or gender identity, disability, 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.

#### **Disability and religious accommodation**

The district will make reasonable accommodations for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief unless doing so would result in an undue hardship to the district or cause a direct threat to health or safety.

Adopted: April 21, 2016

Revised by the Board: November 12, 2019

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

C.R.S. 22-32-110 (1)(k)

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