

Board File: GBAB

WORKPLACE HEALTH AND SAFETY PROTECTION

The District is committed to providing a safe work environment for all employees. When District employees know or have reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety related to a public health emergency, they should report such concerns to the District's Workplace Coordinator.

Public health emergency

For the purposes of this policy, a public health emergency means a public health order issued by a state or local public health agency or a disaster emergency declared by the governor based on a public health concern.

Nondiscrimination

The Board and District will not unlawfully discriminate, take adverse action, or retaliate against any employee who, in good faith, raises any reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety related to a public health emergency if the District controls the workplace conditions giving rise to the threat or violation. Furthermore, the District shall not discriminate, take adverse action, or retaliate against an employee based on the employee opposing any practice he or she reasonably believes is unlawful under this policy or state law regarding worker rights related to a public health emergency.

The District will also not unlawfully discriminate, take adverse action, or retaliate against any employee who voluntarily wears his or her own personal protective equipment, such as a mask, faceguard, or gloves, if the personal protective equipment:

1. provides a higher level of protection than the equipment provided by the District;
2. is recommended by a federal, state, or local public health agency with jurisdiction over the District; and
3. does not render the employee incapable of performing the employee's job or fulfilling the employee's job duties.

Adopted: September 1, 2020

LEGAL REFS.:

C.R.S. § 8-14.4-101, *et seq.* (Worker Rights Related to a Public Health Emergency)

CROSS REFS.:

GBA, Open Hiring/Equal Employment Opportunities
AC-R-1, Nondiscrimination/Equal Opportunity (Complaint and Compliance Process)