

GBA

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. 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.

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. §12101et 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. 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. 24-34-402 et seq.(discriminatory or unfair employment practices)

CROSS REFS: AC, Nondiscrimination/Equal Opportunity
 GBAA, Sexual Harassment

NOTE: State law defines "sexual orientation" as "a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof." C.R.S 24-34-301(7).

ADOPTED: November 12, 1984
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