



Boulder Valley School District
File: GBA
Adopted: April 14, 1977
Revised: October 23, 2012; February 28, 2017

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 shall apply to all people without regard to disability, race, creed, color, sex, sexual orientation, gender identity/expression, national origin, religion, ancestry, age, genetic information, marital status, conditions related to pregnancy or childbirth, veterans or those serving in the armed forces, or physical characteristics.

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.

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*)
38 U.S.C. § 4301 *et seq.* (*Uniformed Services Employment and Reemployment Rights Act*)

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*)

C.R.S. § 24-34-402.3 (*discrimination based on pregnancy, childbirth or related conditions*)

CROSS REFS.:

[AC](#), Nondiscrimination/Equal Opportunity
[GBAA](#), Sexual Harassment

End of File: GBA