

## 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 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, military or veteran status, genetic information, conditions related to pregnancy or childbirth, or any other category as covered under federal or state statute. For the purpose of this and other district policies, "sexual orientation" means a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof.

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.

Civil rights based complaints can be directed to the district's compliance coordinator (AC-E-1).

Adopted: July 30, 1985  
Revised: August 27, 1991  
Revised: October 26, 2011  
Revised: June 20, 2012  
Revised: May 8, 2019  
Revised: August 19, 2020  
Revised: October 19, 2021  
Revised: December 8, 2021  
Revised: January 26, 2022

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 *et seq.* (*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. 20000ff *et seq.* (*Genetic Information Nondiscrimination Act of 2008*)  
C.R.S. 2-4-401 (3.4) (*definition of gender expression*)  
C.R.S. 2-4-401 (3.5) (*definition of gender identity*)  
C.R.S. 2-4-401 (13.5) (*definition of sexual orientation*)  
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 (3.3) (*definition of gender expression*)  
C.R.S. 24-34-301 (3.5) (*definition of gender identity*)  
C.R.S. 24-34-402 *et seq.* (*discriminatory or unfair employment practices*)

File: GBA

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity  
AC-E-1, Nondiscrimination/Equal Opportunity (Sample Notice) - Exhibit  
GBAA, Sexual Harassment

Fountain-Fort Carson School District #8, Fountain, Colorado