

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

The Board of Education 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 race, color, ethnicity, sex (which includes marital status), sexual orientation, genetic information, religion, national origin, ancestry, age, disability, and/or other status protected by law.

The district shall ensure that it does not discriminate in any area of employment including, but not limited to, job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion and termination of employment. Any concerns or complaints of discrimination in violation of this policy and/or other applicable policies shall be addressed in accordance with Board policy AC and regulation AC-R.

Adopted prior to 1985  
Revised January 1994  
Revised June 18, 2008  
Revised February 4, 2009  
Revised May 16, 2012  
Revised November 14, 2012

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)  
C.R.S. 22-32-110 (1)(k) (adoption of written policies)  
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 Discrimination and Harassment

Contract refs.: TEA Agreement - Article 3, General Provisions; Article 20, Professional Staff Assignments and Transfers