

## 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. See Board policy AC-E-1 for more information.

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.

Adopted: August 15, 1976

Revised: date of manual adoption

Revised: May 28, 1985

Revised: date of manual revision

Revised: May 12, 1992

Re-Adopted: October 14, 2003

Revised: December 11, 2007

Revised: December 9, 2008

Revised: June 11, 2013

Revised: April 18, 2017

Revised: October 20, 2020

Revised: May 18, 2021

Revised: December 13, 2022

Revised: June 18, 2024

Revised: May 13, 2025

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 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](#) (9) (definition of gender expression)  
C.R.S. [24-34-301](#) (10) (definition of gender identity)  
  
C.R.S. [24-34-301](#) (24) (definition of sexual orientation)  
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; notice of right to be free from such  
discrimination must be posted “in a conspicuous place” accessible to  
employees)

CROSS REFS.: [AC](#), Nondiscrimination/Equal Opportunity  
AC-E-1, Nondiscrimination/Equal Opportunity  
[GBAA](#), Sexual Harassment

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