

OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Today's diverse society demands equal employment opportunity. The Board of Education believes that a diverse workforce, composed of individuals who have differing personal and family characteristics or who come from various socio-economic, racial and ethnic groups, enriches the programs of the District and provides role models for all the young people of the District. In accordance with these beliefs, and applicable legal requirements, the District has adopted a policy of equal employment opportunity and nondiscrimination in all personnel decisions. The District expects all administrative and supervising staff to practice nondiscrimination and provide equal employment opportunities regardless of the racial or ethnic background, national origin, age, sex, religion or disability of the individual. The District further practices affirmative action in its efforts to attract and recruit qualified candidates to apply for positions with the District and in its efforts to place and train such individuals.

The District further affirmatively seeks to promote an encouraging and supportive environment for employees so as to encourage valued employees to remain with the District.

The District has established specific policies and procedures for reporting and prompt processing of complaints and reports of possible discrimination and harassment (File: [AC-R](#)). In addition, the District monitors and periodically reviews its personnel policies and procedures, collective bargaining agreement, and meet and confer documents, to identify and eliminate provisions that discriminate in violation of the law and/or District policy. Employees who believe they have suffered discrimination in violation of Board Policy [AC](#) or [GBAA](#) may file a report or complaint using the process outlined in Administrative Regulation File: [AC-R](#).

Adopted June 16, 1976

Revised January 1982

Revised June 1988

Revised May 1990

Revised June 1999

LEGAL REFS.: Title IX of the Education Amendments of 1972, 20 U.S.C. '1681

34 C.F.R. Part 106

Fair Labor Standards Act, 29 U.S.C.'201

Age Discrimination in Employment Act of 1967, as amended,
29 U.S.C. '621

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. '701

Americans with Disabilities Act of 1990, 42 U.S.C.'12101

34 C.F.R. Part 104

Title VI of the Civil Rights Act of 1964, 42 U.S.C. '2000d

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. '2000e

C.R.S. 22-32-110(1)(k)

C.R.S. 22-61-101

C.R.S. 24-34-301 through 24-34-308

C.R.S. 24-34-402

CROSS REFS.: [AC](#), Nondiscrimination/Equal Opportunity
[AC-R](#), Employee Discrimination/Harassment Reporting Procedure
[GBAA](#), Employee Sexual and Racial Harassment
[GCQF](#), Discipline, Suspension and Dismissal of Professional Staff
[GDQD](#), Discipline, Suspension and Dismissal of Support Staff
[JBB](#), Student Sexual and Racial Harassment/Discrimination
[JBB-R](#), Student Discrimination/Harassment Reporting And Investigation Procedures

CONTRACT REFS.: CSEA Agreement, Article II, General Provisions, Section A, Nondiscrimination, and Section C, Balanced Teaching Staff; Article VIII, Vacancies and Change of Assignments, Section A, Context

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