

Superintendent File: GBA

UNLAWFUL DISCRIMINATION/EQUAL OPPORTUNITY EMPLOYMENT

The District 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 District's staff.

Therefore, the District shall promote and provide for equal opportunity in recruitment, selection, compensation, fringe benefits, 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, religion, national origin, ancestry, marital status, sex, age, disability or sexual orientation.

Current practice codified 1978

Adopted: date of manual adoption

Revised: August 18, 1992

Repealed by the Board and re-enacted and revised by the superintendent: August 5, 2003

Revised September 11, 2007

Revised August 25, 2008

LEGAL REFS.:

Title IX of the Education Amendments Act of 1972, 20 U.S.C. 168 through 1688

Age Discrimination in Employment Act, 29 U.S.C. 621 through 634

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 705, 794, and 794a

Title VI and VII of the Civil Rights Act of 1964, 42 U.S.C. 2000d-1 through 2000d-7 and 2000e through 2000e-17

Age Discrimination Act of 1975, 42 U.S.C. 6101 through 6107

Americans with Disabilities Act, 42 U.S.C. 12101 through 12213

C.R.S. 22-32-110(1)(k) Board of education – specific powers

C.R.S. 22-61-101 Discrimination in employment prohibited

C.R.S. 24-34-401, 402 Discriminatory or unfair employment practices

C.R.S. 18-19-121 Bias motivated crimes

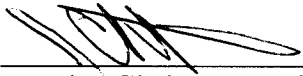
C.R.S. 2-4-401 (13.2), C.R.S. 24-34-301.7 definition of sexual orientation

CROSS REFS.:

AC Nondiscrimination/Equal Opportunity

GBAA Nondiscrimination/Non-Harassment of Employees

GBB, GBB-R Nondiscrimination of Employees on the Basis of Disability



Dr. Jim Christensen, Superintendent

10/31/08

Date