

Equal Opportunity Employment

The Board subscribes to the fullest extent 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. Total commitment on the part of the district towards equal employment opportunity shall apply to all people without regard to race, color, religion, national origin, marital status, sex, age, disability or sexual orientation.

Every available opportunity shall be taken to insure that the district does not discriminate in any area of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion and termination.

Adopted: 1971

Revised: 1982

Revised: January 21, 1992

Revised: February 25, 1997

Revised: April 27, 1999

LEGAL REFS.: Title VI of the Civil Rights Act of 1964, 42 U.S.C. Rule 2000d
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Rule 2000e *et seq.*
Americans with Disabilities Act of 1990, 42 U.S.C. 12101 *et seq.*
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Rule 621 *et seq.*
29 U.S.C. Rule 701 *et seq.* (Section 504 of the Rehabilitation Act of 1973)
Title IX of the Education Amendments of 1972, 20 U.S.C. Rule 1681
Fair Labor Standards Act, 29 U.S.C. Rule 201 *et seq.*
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
ACA, Nondiscrimination on the Basis of Sex
ACB, Nondiscrimination on the Basis of Handicap
GBAA/JBA, Sexual Harassment
JBA/GBAA, Harassment of Students

CONTRACT REFS.: Negotiated Agreement, Article IV, General Provisions,
Section 4.3