

Open Hiring/Equal Employment Opportunity

The Board of Education for Mapleton Public Schools (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, 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, creed, sex, sexual orientation (which includes transgender), religion, national origin, ancestry, age, genetic information, marital status, disability, or conditions related to pregnancy or childbirth.

The District shall 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 December 11, 2012, by the Board of Education for Mapleton Public Schools.
Revised June 27, 2017.*

LEGAL REFERENCES:

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(13.5) (*definition of sexual orientation, which includes transgender*)

C.R.S. § 22-32-110(1)(k) (*The practices of employment, promotion, and dismissal shall be unaffected by the employee's religion, creed, color, sex, sexual orientation, marital status, racial or ethnic background, national origin, ancestry, or participation in community affairs*)

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(7) (*definition of sexual orientation, which includes transgender*)

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 REFERENCES:

AC: Nondiscrimination/Equal Opportunity

GBAA: Sexual Harassment