Title: **Equal Employment Opportunity**
Code: GBA
Section: Section G: Personnel Policies

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 school district's staff.

Therefore, the District promotes and provides for equal opportunity in 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 20, 1981

Revised: December 20, 1988
June 15, 1995
March 7, 2002
December 18, 2006
August 8, 2008

June 30, 2009

March 31, 2010

July 1, 2014

July 1, 2016

August 31, 2016

July 1, 2018

September 21, 2020

March 28, 2022

July 1, 2023

July 1, 2024

February 24, 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. §12101et 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 (3.3) (definition of gender expression)

C.R.S. 24-34-301 (3.5) (definition of gender identity)

C.R.S. 24-34-301 (7) (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
GBAA – Sexual Harassment of Staff
EL 2.0 Global Executive Constraint
EL 2.3 Treatment of Staff

Adopted: **August 20, 1981**
Last Revised: **February 24, 2025**