

## Open Hiring/Equal Employment Opportunity and Affirmative Action

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 disability, race, creed, color, religion, national origin, marital status, sex, sexual orientation, gender identity, gender /expression, ancestry, age, genetic information, or conditions related to pregnancy or childbirth. ~~or handicap.~~

Every available opportunity shall be taken to ~~insure~~ensure 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 March 12, 1985

Revised: June 9, 2016

Revised to conform with practice: date of manual adoption

LEGAL REFS.: ~~Title IX of the Education Amendments of 1972~~, 20 U.S.C. §1681 (*Title IX of the Education Amendments of 1972*)  
~~Fair Labor Standards Act~~, 29 U.S.C. §201 *et seq.* (*Fair Labor Standards Act*)  
~~Age Discrimination in Employment Act of 1967~~, as amended, 29 U.S.C. §621 *et seq.* (*Age Discrimination in Employment Act of 1967*)  
29 U.S.C. §701 *et seq.* (*Section 504 of the Rehabilitation Act of 1973*)  
~~Americans with Disabilities Act~~, 42 U.S.C. §1201 *et seq.* (*Title II of the Americans with Disabilities Act*)  
~~Title VI of the Civil Rights Act of 1964~~, 42 U.S.C. §2000d (*Title VI of the Civil Rights Act of 1964*)  
~~Title VII of the Civil Rights Act of 1964~~, as amended, 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); C.R.S. 24-34-301 (9) (*definition of gender expression*)  
C.R.S. 2-4-401 (3.5); C.R.S. 24-34-301 (10) (*definition of gender identity*)  
C.R.S. 2-4-401 (13.5); C.R.S. 24-34-301 (24) (*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 through 24-34-308 (*Colorado Civil Rights Division procedures*)  
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 rights required)*

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity

ACA, Nondiscrimination on the Basis of Sex  
~~ACE, Nondiscrimination on the Basis of Handicap/Disability~~

Pueblo School District No. 60, Pueblo, Colorado  
4867-3097-3650, v. 1