

## Open Hiring/Equal Employment Opportunity

The Board 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 BOCES's staff.

Therefore, the BOCES promotes and provides for equal opportunity in recruitment, selection, promotion, and dismissal of all personnel. Commitment on the part of the BOCES towards equal employment opportunity applies to all people without regard to disability, race, creed, color, sex, sexual orientation, marital status, national origin, religion, ancestry, age, genetic information or conditions related to pregnancy or childbirth.

The BOCES 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: May 12, 2016

Revised: January 12, 2017  
November 12, 2020

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. 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) (*discrimination in employment prohibited, definition of racial or ethnic background includes hair texture, definition of protective hairstyle*)  
C.R.S. 22-61-101 (*discrimination in teacher 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 REFS.: AC, Nondiscrimination/Equal Opportunity  
GBAA, Sexual Harassment

*NOTE: For the purposes of this policy, these terms have the following meanings:*

- *“Race” includes hair texture, hair type, or a protective hairstyle that is commonly or historically associated with race. C.R.S. 22-32-110 (1)(k).*
- *“Protective Hairstyle” includes such hairstyles as braids, locs, twists, tight coils or curls, cornrows, bantu knots, afros, and head wraps. Id.*
- *State law defines “sexual orientation” as “a person’s orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person’s perception thereof.” C.R.S. 24-34-301 (7), C.R.S. 2-4-401 (13.5).*