

OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY

The Centennial BOCES Board subscribes to the principles of the dignity of all people and their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the CBOCES's staff.

Therefore, CBOCES promotes and provides for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Total commitment on the part of CBOCES 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.

CBOCES 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.

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 et seq. Section 504 of the Rehabilitation Act of 1973
 42 U.S.C. §12101 et seq. Title II 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) 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 (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 Discrimination and Harassment

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Centennial BOCES