



## **GBA - EQUAL EMPLOYMENT OPPORTUNITY**

It is the policy of Poudre School District to provide equal employment opportunity. The District does not unlawfully discriminate in employment decisions on the basis of race, color, religion, national origin, ancestry, sex, sexual orientation, marital status, veteran status, age or disability. The District's commitment to equal employment opportunity and nondiscrimination includes all areas of employment, including but not limited to job advertising, recruitment, selection, hiring, job training, compensation, fringe benefits, job classification, promotion and termination.

Employees who believe they have been subjected to discrimination in violation of this policy should immediately report it to their school principal or the director of their department. If the school principal or department director is involved in the alleged discrimination, the report should be made to the executive director of human resources or the appropriate assistant superintendent of school services. In addition to this reporting requirement, employees who believe they have been subjected to discrimination in violation of this policy may file a grievance in accordance with the terms of the Employee Agreement.

If the report of discrimination is not made to the executive director of human resources, the District official to whom the report is made shall inform the Department of Human Resources of the report as soon as possible after receiving it. The Department shall then coordinate a prompt investigation of the alleged discrimination and advise the appropriate District official(s) regarding the action to be taken based on the results of the investigation.

Portions adopted April 1972 and September 1972

Revised by Board: April 1975

Revised by Board: November 1975

Revised by Board: January 1976

Revised by Board: January 1977

Revised by Board: December 1981

Revised by Board: July 1982

Revised by Board: March 1988

Revised by Board: May 1989

Revised by Board: August 11, 1997

Revised by Board: November 25, 2002

Revised by Superintendent: September 2, 2008

LEGAL REFS:

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. 621, et seq.

29 U.S.C. 794 (Section 504 of the Rehabilitation Act of 1973)

Americans with Disabilities Act, 42 U.S.C. 12101, et seq.

Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e

C.R.S. 22-32-110(1)(k)

C.R.S. 22-61-101

C.R.S. 24-34-402

CROSS REFS:

AC, Nondiscrimination/Equal Opportunity

ACE, Nondiscrimination on the Basis of Disability

GBAA, Harassment of Employees

JB, Nondiscrimination/Equal Educational Opportunities

JBB, Harassment of Students