

# **Mesa County Valley School District 51**

**GBA**

## **EQUAL EMPLOYMENT OPPORTUNITY**

Adopted: April 22, 1975

Revised: December 19, 2023

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The District recognizes that it is both culturally and educationally beneficial to have persons of diverse backgrounds on the school district's staff.

Therefore, the District promotes and provides for equal opportunity in the 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.

The District is committed to nondiscrimination in all areas of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion, and termination.

### **Legal References:**

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. §1210 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 (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 References:**

AC, Nondiscrimination  
GBAA, Sexual Harassment