

File: GBA
Author: Roberta Ward
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Title: Open Hiring/Equal Employment Opportunity and Affirmative Action

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 race, color, religion, national origin, marital status, sex, gender identity/expression, age or handicap.

Every available opportunity shall be taken to insure 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
Fair Labor Standards Act, 29 U.S.C. €201 *et seq.*
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. €621
et seq.
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 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. 24-34-301 through 24-34-308
C.R.S. 24-34-402

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