

Mesa County Valley School District 51

GBA

EQUAL OPPORTUNITY EMPLOYMENT

Related: GBA-R, GBA-E

Adopted: April 22, 1975

Revised: August 20, 1996, November 29, 2004

Adopted: January 20, 2009, Adopted: February 16, 2016

Adopted: October 25, 2016, Adopted: January 18, 2022

The Mesa County Valley School District 51 Board of Education declares that no discrimination on the basis of race, color, creed, religion, sex, sexual orientation, gender identity, gender expression, marital status, national origin, ancestry, age, genetic information, conditions related to pregnancy or disability shall exist in any area of the District, in employment, in screening candidates for employment or in retention and promotion.

The implementation of this policy embodies two concepts:

1. Equal Employment Opportunity

Mesa County Valley School District 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 District's staff.

Therefore, the District shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Commitment on the part of the District towards equal employment opportunity shall apply to all people without regard to race, color, creed, religion, sex, sexual orientation, gender identity, gender expression, marital status, national origin, ancestry, age, genetic information, conditions related to pregnancy or childbirth or disability.

The District shall 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.

2. Affirmative Action

District 51 will make a determined effort to recruit, employ and promote qualified members of groups currently underrepresented in the District's work force. Since availability is a key determinant in attracting and employing minority personnel, the District shall use either the percentage of minority personnel available in the respective employment category based on national statistics as a guide or the percentage of the minority group of students enrolled in the District the preceding year, whichever is less.

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)

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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. 4-34-301 (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

Contract References:

MVEA Agreement