

HIRING/EQUAL EMPLOYMENT OPPORTUNITY

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The district is committed to compliance with all applicable federal, state and local laws governing equal employment opportunity and prohibiting employment discrimination.

The district values the diversity of its student population and believes that a diverse workforce, as reflected by differences in socio-economics, race, color, creed, gender, sex, sexual orientation, gender identity, gender expression, religion, national origin, ancestry, age, genetic information, marital status or disability, can best prepare its students to participate fully as members of a pluralistic society. Therefore, the district shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. While always seeking to hire the best qualified person for any position, the district commits to make all reasonable efforts to increase the number of persons in the applicant pool who, if hired, would increase the diversity in the workforce.

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 (Section 504 of the Rehabilitation Act of 1973)
 42 U.S.C. §12101 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)

AURORA PUBLIC SCHOOLS
Adopted September 1996
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APS Code: GBA

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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
ACE, Nondiscrimination on the Basis of Disability