

Open Hiring/Equal Employment Opportunity

The charter school 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 school's staff.

Therefore, the charter school shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Commitment on the part of the charter school towards equal employment opportunity shall apply to all people without regard to race, color, creed, sex, sexual orientation, religion, national origin, ancestry, age, marital status or disability.

The charter school 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.

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*)
C.R.S. 22-32-110 (1)(k)
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. 24-34-402 et seq. (*discriminatory or unfair employment practices*)

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity
ACE, Nondiscrimination on the Basis of Disability
GBAA, Sexual Discrimination and Harassment

Note: State law defines "sexual orientation" as "a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or another person's perception thereof." C.R.S. 24-34-301(7)

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Lake George Charter School

