

## Open Hiring/Equal Employment Opportunity

The St. Vrain Valley RE-1J School District provides equal opportunities for employment and advancement of all members of the District's work force. The District also recognizes that it is both culturally and educationally sound to employ persons of diverse backgrounds.

Therefore, the District shall promote and provide for equal opportunity in the 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, creed, sexual orientation, religion, marital status, national origin, ancestry, sex, age, or disability.

Every available opportunity shall be taken to ensure that the District does not discriminate in any area of employment including job advertising, pre-employment requirements, recruitment, compensation, benefits, job classifications, promotion and termination.

Adopted August 18, 1975  
Revised September 23, 1981  
Revised October 24, 2007

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. §701 et seq. Section 504 of the Rehabilitation Act of 1973  
42 U.S.C. §1201 et seq. Title II 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) Board of education specific duties  
C.R.S. 22-61-101 Discrimination in employment prohibited  
C.R.S. 24-34-301 et seq. Definitions  
C.R.S. 24-34-402 et seq. Civil rights division

CROSS REFS.: AC, Nondiscrimination/Equal Opportunity  
ACA, Nondiscrimination on the Basis of Sex  
ACB, Nondiscrimination on the Basis of Ethnicity and Race  
ACE, Nondiscrimination on the Basis of Handicap/Disability  
GBAA, Sexual Discrimination and Harassment

CONTRACT REF.: SVVEA Agreement, Article 2–General Provisions, Section 2.8

St. Vrain Valley School District RE-1J, Longmont, Colorado