

## STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

### Prohibition of Discrimination, Harassment or Retaliation

BP 19-60

APPROVED: August 12, 2020  
EFFECTIVE: August 12, 2020

REFERENCES: Title VI, Title VII, 1964 Civil Rights Act; Title IX, Education Amendments, 1972 and 34 C.F.R. Part 106; Age Discrimination in Employment of 1967, Section 503 and 504 of Rehabilitation Act, 1973, Americans with Disabilities Act of 1990, as amended; Pregnancy Discrimination Act of 1978; Vietnam Era Veterans Readjustment Assistance Act of 1974; Genetic Information Nondiscrimination Act of 2008; Colorado Anti-Discrimination Act; Equal Pay for Equal Work Act of 2019

APPROVED:

                    / Rollie Heath /  
The Honorable S.R. Heath Jr., Chair

#### Policy Statement

Individuals affiliated with the Colorado Community College System, including its Colleges (CCCS or System) shall not discriminate or harass on the basis of sex, gender, race, color, age, creed, national or ethnic origin, ancestry, physical or mental disability, familial status, veteran or military status, pregnancy status, religion, genetic information, gender identity, sexual orientation, or any other protected category under applicable local, state or federal law (also known as “civil rights laws”), in connection with employment practices or educational programs and activities (including in admissions). Individuals shall not retaliate against any person who opposes discrimination, harassment or retaliation, or participates in any complaint or investigation process.

#### Scope

This policy applies to all employees, students, volunteers, guests, contractors and visitors within CCCS.

#### Procedures

The Chancellor shall promulgate procedures necessary to implement this policy.