If you need an accommodation for a disability in order to file a complaint, please contact the Division for assistance.

### www.dora.state.co.us/civil-rights

If you are Hearing Impaired, to call CCRD, dial: 711 Bilingual staff available (Spanish/English)

#### **DENVER**

1560 Broadway, Suite 1050 Denver, Colorado 80202 303.894.2997/800.262.4845 email: CCRD@dora.state.co.us fax: 303.894.7830

#### **GRAND JUNCTION**

222 South 6th Street, Suite 301 Grand Junction, CO 81501 970.248.7303 or 970.248.7304 email: CCRD@dora.state.co.us fax: 970.242.1262

#### **PUEBLO**

200 West B Street, Suite 234 Pueblo, CO 81003 719.542.1298

email: CCRD@dora.state.co.us fax: 303.869.0498



DORA is dedicated to preserving the integrity of the marketplace and is committed to promoting a fair and competitive business environment in Colorado. Consumer protection is our mission.





Consumer protection is our mission

## Colorado Civil Rights Division Department of Regulatory Agencies

1560 Broadway, Suite 1050
Denver, Colorado 80202
303.894.2997/800.262.4845 telephone
303.894.7830 fax
V/TDD: Dial 711 for Relay Colorado
www.dora.state.co.us/civil-rights

# Colorado's Anti-Discrimination Law Regarding Employment



# **Colorado Civil Rights Division**



IDS/09-5484FY925 August 2010



## Colorado law prohibits discrimination in employment based on:

- Race
- Color
- National Origin
- Ancestry
- Creed
- Religion
- Sex
- Sexual Orientation
- Age (40 through 69)
- Disability
- Marriage to a co-worker
- Retaliation for engaging in a civil rights-protected activity

## Who is Regulated?

- Employers
- Employment Agencies
- Labor Organizations
- On the job training and vocational training programs and schools

## **Examples of Prohibited Discriminatory Practices Could Be:**

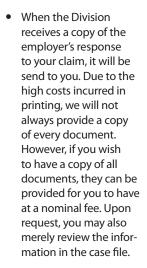
- Hiring
- Promotion/Demotion
- Harassment
- Sexual Harassment
- Unequal Compensation/Benefits
- Termination
- Constructive Discharge
- Aiding and abetting a discriminatory practice
- Terms and Conditions of Employment
- Advertising

## What is the time limit for filing a complaint?

The statute of limitations is six months from the date of the alleged discriminatory act.

## **Filing a Complaint:**

- If you believe that you have been subjected to illegal discrimination, or you would like additional information, you may contact the Colorado Civil Rights Division.
- If it is determined that a basis for filing a claim exists, you will be provided with an intake packet that you need to complete in its entirety. Once the Division receives the completed forms it will initiate the filing process.
- When the claim is filed, the Division will initiate an investigation by serving it on the employer.
   The employer is expected to submit a written response to the charge within a specified period of time.
- The Colorado Civil Rights Division is a neutral investigatory agency and does not provide you with an attorney or otherwise act as your advocate. If you wish to be represented by legal counsel, you must do so at your own expense.





- You will be provided with an opportunity to submit a written response to the employer's position within a specified period of time.
- During the investigation, a Division representative may contact witnesses or conduct an on-site visit.
- After the investigation has been completed, the Director of the Colorado Civil Rights Division, or the Director's designee, will issue a decision.
- If the facts do not support your allegation of discrimination, the Director will dismiss the case. You may appeal the decision to the Colorado Civil Rights Commission within 10 days. Along with the dismissal, you will be issued a right-to-sue notice, and you will have ninety days from the date of dismissal to file suit in district court if you wish to pursue your claim.
- If the facts support your allegation of discrimination, the Director will issue a probable cause finding. The Division will then attempt to resolve your case through conciliation. Participation by both parties in the conciliation process is mandatory. If conciliation is successful, the case will be closed with a settlement. If conciliation is not successful, the case may be taken to public hearing. If it is not taken to hearing, it will be dismissed and you will have 90 days to file suit in district court.