

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](http://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](http://www.dora.state.co.us/civil-rights)

# Colorado's Anti-Discrimination Law Regarding Employment



## Colorado Civil Rights Division



**Dora**  
Department of Regulatory Agencies



## 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.

## 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

- When the Division receives a copy of the employer's response to your claim, it will be send to you. Due to the high costs incurred in printing, we will not always provide a copy of every document. However, if you wish to have a copy of all documents, they can be provided for you to have at a nominal fee. Upon request, you may also merely review the information in the case file.



- 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.