

such as comments based on stereotypes, criticism of military service, and comments suggesting veteran status has a negative impact on work performance.

Harassment based on age can include unwelcome, hostile or offensive verbal, written or physical conduct based on or directed at the characteristics of a person's age, such as nicknames emphasizing stereotypes, comments based on appearance, and comments suggesting age has a negative impact on work performance.

Harassment based on genetic information can include unwelcome, hostile or offensive verbal, written or physical conduct based on or directed at a person's genetic information, or physical or mental conditions that may be associated with such genetic information.

Harassment based on disability can include unwelcome, hostile and offensive verbal, written or physical conduct based on or directed at the characteristics of a person's disabling condition, such as imitating manner of speech or movement, or hostile or offensive acts that interfere with movement of necessary equipment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made a condition of employment; (2) submission to or rejection of such conduct is used as the basis for employment-related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.; or (3) such conduct has the purpose or effect of unreasonably interfering with a person's work performance by creating an intimidating, hostile or offensive working environment. This definition of sexual harassment applies whether the harassment is between people of the same or different gender. Sexual harassment can include unwelcome verbal, written or physical conduct, directed at or related to a person's gender, such as sexual gossip or personal comments of a sexual nature, sexually suggestive or foul language, sexual jokes, whistling, spreading rumors or lies of a sexual nature about the person, demanding sexual favors, forcing sexual activity by threat of punishment or offer of educational or employment reward, obscene graffiti, display or sending of pornographic pictures or objects, offensive touching, pinching, grabbing, kissing, hugging or restraining someone's movement in a sexual way.

REPORTING OF SUSPECTED HARASSMENT AND DISTRICT HANDLING OF HARASSMENT REPORTS

Employees who believe they have been harassed in violation of this policy or who believe they have observed such harassment of other employees should immediately report it to their school principal or the director of their department. If the school principal or department director is involved in the alleged harassment, the report should be made to the executive director of human resources, 2407 LaPorte Avenue, Fort Collins, Colorado 80521, (970) 490-3620.

Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. 621 et seq.
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794
Americans with Disabilities Act, 42 U.S.C. 12101 et seq.
C.R.S. 22-32-110(1)(k)
C.R.S. 22-61-101
C.R.S. 24-34-301(7) & 24-34-401 et seq.
3 C.C.R. 708-1

CROSS REFS:

AC, Nondiscrimination / Equal Opportunity
AC-R, Reporting Discrimination / District Response to Discrimination Complaints
ACE, Nondiscrimination on the Basis of Disability
JBB, Harassment of Students
JICDE, Bullying Prevention and Education