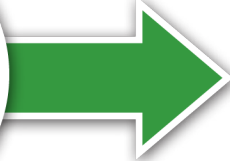
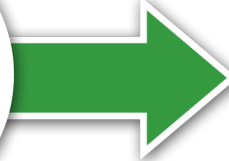


**Print It****Cut It****Post It**

The revised notice has been resized. The PDF update will not fit over the existing notice. To continue your compliance, Simply cut them out following the dotted lines and then post it next to your labor law poster. Posting these updates now will guarantee your compliance with the most up-to-date labor laws.

If you have questions about this update or any other update, please contact us at [ecompliance@laborlawcenter.com](mailto:ecompliance@laborlawcenter.com) or call 1-800-745-9970.

**Thank you for choosing the e-Compliance™ Plan to guarantee your compliance!**

LaborLawCenter, Inc. does not assume responsibility for the use, actions, or decisions made by the employer. LaborLawCenter, Inc. is not providing any legal advice or legal opinion by selling this poster. It is highly recommended that you consult with a legal advisor for your specific situation. The content on the poster(s) is for informational purposes only and should not take the place of formal training.



## DISCRIMINATION IN EMPLOYMENT



COLORADO  
Department of  
Regulatory Agencies  
Colorado Civil Rights Division

### Colorado Law Prohibits Discrimination in: **EMPLOYMENT**

C.R.S. § 24-34-401 et seq.

**IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE:** to REFUSE TO HIRE, to DISCHARGE, to PROMOTE or DEMOTE, to HARASS during the course of employment, or to discriminate IN MATTERS of COMPENSATION, TERMS, CONDITIONS, or PRIVILEGES of employment.

**BECAUSE OF:** DISABILITY, RACE, CREED, COLOR, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, RELIGION, AGE, NATIONAL ORIGIN or ANCESTRY, or, in certain circumstances, MARRIAGE TO A COWORKER.

**REASONABLE ACCOMMODATIONS FOR DISABILITIES:** An employee with a disability is entitled to a reasonable accommodation(s) which is necessary to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the employer's business.

**PREGNANT WORKERS FAIRNESS ACT — C.R.S. § 24-34-402.3** An employee with a health condition(s) related to pregnancy or physical recovery from childbirth is entitled to a reasonable accommodation(s) necessary to perform the essential functions of the job. An accommodation is not reasonable if its provision would result in an undue hardship on the employer's business.

**RETALIATION PROHIBITED — C.R.S. § 24-34-402(e)** It is a discriminatory act to retaliate against a person who opposes a discriminatory practice or who participates in a discrimination investigation, proceeding or hearing.

**SHARING WAGE INFORMATION PROTECTED — C.R.S. § 24-34-402(i)** An employer shall not discharge, discipline, discriminate against, coerce, intimidate, threaten, or interfere with an employee or person due to an inquiry, disclosure or discussion of wages. An employer shall not require an employee to waive the right to disclose wage information.

**CROWN Act of 2020:** Discrimination on the basis of one's race includes hair texture, hair type, or a protective hairstyle commonly or historically associated with race, such as braids, locs, twists, tight coils or curls, cornrows, Bantu knots, Afros, and headwraps. eff. 9/13/20.

**TO FILE A COMPLAINT OF DISCRIMINATION, OR FOR MORE INFORMATION CONTACT  
THE COLORADO CIVIL RIGHTS DIVISION;**

**1560 BROADWAY, LOBBY WELCOME CENTER, SUITE # 110, DENVER, CO 80202**

**MAIN PHONE: 303-894-2997; HOTLINE ESPANOL: 720-432-4294; TOLL-FREE: 800-262-4845; V/TTD  
RELAY: 711; FAX: 303-894-7830; EMAIL: DORA\_CCRD@STATE.CO.US**

**CLAIMS ASSERTING EMPLOYMENT DISCRIMINATION MUST BE FILED AS A FORMAL  
COMPLAINT WITHIN 300-DAYS\* FROM NOTICE OF THE EMPLOYMENT ACTION.**

**\*With respect to discriminatory Employment incidents occurring on or before  
August 9, 2022, a statutory six (6) month filing deadline applies.**

Division Director, Aubrey Elenis, Esq.

[ccrd.colorado.gov](http://ccrd.colorado.gov)

8/2022