Colorado Law Prohibits Discrimination in EMPLOYMENT

C.R.S. § 24-34-401 et seq.

IT SHALL BE A DISCRIMINATORY OR UNFAIR EMPLOYMENT PRACTICE: (a) To discharge, otherwise discriminate against, or refuse to hire an individual because of race, sex, or disability; (b) To discharge, otherwise discriminate against, or refuse to hire an individual because of age, national origin, creed, religion, sexual orientation or gender identity; or (c) To engage in any other discriminatory or unfair employment practice as defined by the Colorado Civil Rights Commission.

REASONABLE ACOMMODATIONS FOR DISABILITIES: An employer shall not discharge, otherwise discriminate against, or refuse to hire an individual because of disability, which is necessary to perform the essential functions of the job. An accommodation is necessary if it is reasonable in proportion to the打磨的详细信息 or to the employer's business.

PREGNANT WORKERS FAIRNESS ACT — C.R.S. § 24-34-402.3

An employee shall be entitled to reasonable modifications or adjustments in employment (i.e., workplace or work schedule) that are necessary to accommodate an employee's pregnancy, so that the employee can perform the essential functions of the job. An employer shall be required to accommodate an employee's pregnancy if the accommodation is reasonable in proportion to the打磨的详细信息 or to the employer's business.

SHARING INFORMATION PROTECTION C.R.S. § 24-34-403

An employer shall not discharge, otherwise discriminate against, or refuse to hire an individual because of information about the individual's health, unless the information is not current or accurate or the individual does not have the disease or condition.

RETALIATION PROHIBITED — C.R.S. § 24-34-402.5

It is a discriminatory practice to require an entity who or engages in any discriminatory or unfair employment practice against an individual, or to discharge, otherwise discriminate against, or refuse to hire an individual because of race, sex, or disability.

CLAIMS ASSERTING EMPLOYMENT DISCRIMINATION MUST BE FILED AS A PRIORITY CLAIM AGAINST THE DEPARTMENT OF LABOR AND EMPLOYMENT

With respect to discrimination or retaliation claims arising on or after August 9, 2020, a statutory (60) day filing deadline applies.

YOU HAVE THE RIGHT TO BE FREE FROM DISCRIMINATION.

The employment is not based on the following grounds:

- Race
- Color
- Religion
- National Origin
- Disability
- Age
- Sex
- Sexual Orientation
- Gender Identity
- Marital Status
- Differing Ability
- Pregnancy
- Retaliation
- Genetic Information

YOU HAVE THE RIGHT TO BE FREE FROM REPRISAL.

The employer may not discharge, otherwise discriminate against, or refuse to hire an individual who:

- Files a complaint of discrimination or retaliation; or
- Participates in an investigation, proceeding, or hearing of a complaint of discrimination or retaliation.

APPLICATION FOR EMPLOYMENT DISCRIMINATION PROTECTION

Employment discrimination protection is available under C.R.S. § 24-34-401 et seq.

To apply for discrimination protection, you must file an application with the Colorado Civil Rights Division.

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2023 FMLI Program Notice

Employee leave is available under the Family Medical Leave Act (FMLA) and the Colorado Employer Paid Family Leave Insurance (FAMLI) program. In 2023, employees may elect to use both programs for up to 12 weeks of leave in a single 12-month period.

Benefits start January 1, 2023

Employees are eligible for up to 12 weeks of benefits in a single 12-month period. Benefits are available for up to 12 weeks of leave in a single 12-month period. Benefits are available for up to 12 weeks of leave in a single 12-month period.

Filing Claims

Employees must file claims within 60 days of the end of their FMLI leave. Claims will be accepted for leave starting on or after January 1, 2023.

Employees can file claims at coloradoui.gov/employee or by calling 800-809-2026.

Protection against discrimination, retaliation, or both may be available for employment decisions, including decisions relating to hiring, terminations, layoffs, promotions, and other employment actions.

FEDERAL AND STATE LAWS PROHIBIT DISCRIMINATION IN EMPLOYMENT. FOR INFORMATION ON THE FEDERAL AND STATE LAWS PROHIBITING DISCRIMINATION IN EMPLOYMENT, CONTACT THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION AT 1-800-669-4000.

YOU HAVE THE RIGHT TO COMPENSATION IN WAGE LEGAL EFFECTFUL.

The amount of compensation is equal to the amount of money that is paid to an individual for their work. Compensation may include wages, salary, bonuses, tips, commissions, and other similar payments.

This is a summary of the Colorado State Compensation Act, which is available at colorado.gov/compensation.

SHARE YOUR STORY THROUGH THE COLORADO WORKPLACE PUBLIC HEALTH LAW.

To learn more about the Colorado Workplace Public Health Law, visit coloradoui.gov/publichealthlaw.

COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT

For more information, visit colorado.gov/employmentlaw.