

**Aims Community College Policy**  
**Employee Services**  
**Equal Opportunity and Anti-Discrimination**

Aims Community College (the “College”) is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that promotes equal opportunities and prohibits unlawful discriminatory practices, including but not limited to, unlawful harassment. Therefore, the College expects that all relationships will be professional and free of explicit bias, prejudice and harassment.

The College abides by strict policy of non-discrimination in compliance with all applicable laws, including but not limited to, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, as amended (ADA), the Age Discrimination in Employment Act of 1967 (ADEA), the Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA), the Genetic Information Nondiscrimination Act of 2008 (GINA), and the Colorado Anti-Discrimination Act (CADA).

Any form of unlawful discrimination, harassment, or retaliation is strictly prohibited. Aims Community College is committed to equal opportunities regardless of age, ancestry, color, creed, disability, ethnicity, gender, (including gender identity and gender expression), genetic information, marital status, national origin, pregnancy, race, religion, sex, sexual orientation, military or veteran status, or any other characteristic protected by applicable law. This policy applies to recruiting, hiring, placement, promotion, discipline, demotion, rates of pay or other compensation, employee benefits, and termination of employment. Retaliation against an individual for filing or participating in a complaint process or investigation regarding discrimination, harassment, or retaliation is strictly prohibited.

The College has adopted college-wide equal employment opportunity practices with the goal of providing equal employment opportunities.

Employees should raise any concerns they might have regarding possible discrimination in accord with the complaint procedure described in the Employee Complaint Policy and Procedure.

This policy and its corresponding procedure(s) do not address Title IX of the Education Amendments Act of 1972 which is addressed in the Title IX Sexual Misconduct Policy and Procedure.

**Revised:     August 10, 2022**  
              **January 13, 2017**  
              **February 17, 2014**  
**Reviewed for Content: October 15, 2008**

**Adopted: September 5, 2007**

**Responsible Administrator: College CEO/President**

*Renumbered from 4-101*

*Updated from Human Resources to Employee Services – September 20, 2022*