

■ **CIVIL RIGHTS LAWS**

TERMS: Among other unlawful employment practices, it is generally illegal for an employer to refuse to hire a job applicant, to fire a worker, or to discriminate in the payment of wages against any otherwise-qualified person because of disability, race, creed, color, sex, pregnancy, sexual orientation (including transgender status), religion, age (over 40), national origin, ancestry, or marriage to a co-worker. Employment agencies and labor organizations are prohibited from committing similar acts of discrimination.

ENFORCEMENT: *Colorado Civil Rights Division, Colorado Department of Regulatory Agencies, Denver, Colorado 80202 (303-894-2997; toll-free 800-262-4845)*. Anyone who has been subjected to an act of illegal employment discrimination may file a complaint with the Civil Rights Division at any time within 6 months after the act took place.

SPECIAL NOTE: A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.