

Colorado Civil Rights Division

303.894.2997 main number
800.262.4845 toll free statewide
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711.894.2997 - V/TTD - Relay

303.894.7830 fax
ccrd@dora.state.co.us email

Visit our website for more information, to obtain an intake packet, and to learn more about laws, trainings and events:

askdora.colorado.gov

then click on **CIVIL RIGHTS**

DENVER OFFICE

1560 Broadway, Suite 1050
Denver, Colorado, 80202

GRAND JUNCTION OFFICE

222 South 6th Street, Suite 301
Grand Junction, CO 81501

Office: **970.248.7303 or 7304**
Fax: **970.242.1262**

PUEBLO OFFICE

200 West B Street, Suite 234
Pueblo, CO 81003

Office: **719.542.1298**
Fax: **303.869.0498**

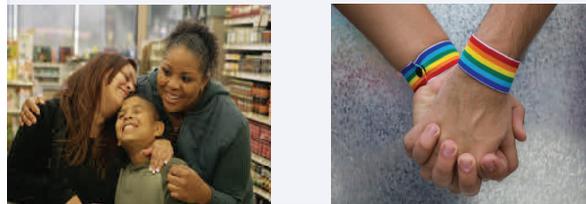
Please contact the Division if you need an accommodation for a disability in order to file a complaint.



Colorado Civil Rights Division



The Colorado Civil Rights Division works to eliminate discrimination in employment, housing, and places of public accommodation through enforcement, mediation, and education, under Colorado Civil Rights law.



Colorado Civil Rights Division

Enforcement, Mediation, Education



The **Colorado Civil Rights Division** works to eliminate discrimination in employment, housing, and places of public accommodation under Colorado Civil Rights law. The Division also engages in preventative measures by providing training and information to groups and individuals regarding discrimination. The Civil Rights Division works closely with federal and local agencies, as well as community-based organizations with similar missions.



INVESTIGATION

The Civil Rights Division is charged with investigating claims of alleged discrimination. Discrimination is defined as adverse treatment based upon a person's protected group status. Enforcement activities are conducted by Division Investigators.

DISPUTE RESOLUTION

The Division's Alternative Dispute Resolution Unit provides neutral mediators who assist parties in attempting to resolve their dispute through mediation, including conciliation. Often, mediation results in a mutually beneficial resolution that saves both parties time and resources.

TRAINING

The Division provides outreach and education to the citizens of Colorado about anti-discrimination laws and issues. The Division works with public and private organizations in conducting educational programs designed to eliminate interpersonal or intergroup tensions.

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About the Civil Rights Division Process

The Civil Rights Division's complaint process starts when a Charging Party (complainant) submits an intake packet. Visit our website for a packet or contact us to request one. The Division reviews each intake packet, gathers information and verifies jurisdiction sufficient to draft a charge of discrimination.

By law, a charge of discrimination must be filed within a specific period of time from the date of the alleged discriminatory act. In Employment cases the filing deadline is six months, in Housing cases one year, and in Public Accommodations cases sixty days.



After filing, the parties may agree to mediate. Mediation provides the parties with an opportunity to resolve a claim.

If a settlement is not reached, the case will be assigned to an Investigator. The Investigator analyzes all information relevant to the case, conducts interviews and requests information as needed. The Respondent submits a response to the request for information, and the Charging Party may submit a rebuttal, if they choose.

After the investigation is complete, the Division Director or designee issues a Letter of Determination that states the facts of the case and the analysis of the issues. If the Director finds no probable cause of discrimination, the case is dismissed but may be appealed to the Civil Rights Commission. If probable cause is found, the Division will hold a mandatory mediation. If the case is not settled, the Commission decides whether to take the case to a public hearing, except in Housing cases which are automatically set for hearing.

Discrimination under Colorado Law

In the areas of employment, housing, and public accommodations, discrimination is unfair treatment of an individual or group because of their protected class (characteristic). Retaliation is also a prohibited discriminatory act, where adverse action is taken against an individual because of his or her participation in a protected activity (i.e. speaking in opposition to a discriminatory act, filing a discrimination complaint, or participation in a discrimination investigation or lawsuit).



Dispute Resolution

The Division ADR Unit provides neutral mediators to assist parties who mutually agree to attempt to resolve their differences through mediation. Parties may request the opportunity to mediate after the Division is in receipt of a signed and dated charge of discrimination. Mediation can provide a monetary and/or non-monetary resolution that benefits and reduces costs to all parties.

For no charge, the **Civil Rights Division** provides trainings that may be specialized to your needs. The Division offers trainings throughout Colorado and by webcasts online. Please enroll on our website or call 303-894-7804 or the Division main number for more information.



Predatory Lending

Predatory lending may involve a discriminatory loan designed to strip equity from the owner of the housing, an unaffordable mortgage that is meant to force the owner into repeated refinancing, or a deceptive loan created to force the owner into foreclosure. Individuals may be targeted for illegal practices based on protected class status.



Public Accommodations

A place of public accommodation includes any place of business engaged in any sales to the public and any place offering public services, facilities, privileges, advantages. For example, a place of public accommodation includes restaurants, stores, hotels and schools.

Sexual Orientation

Colorado law prohibits acts of discrimination in employment, housing and places of public accommodations against an individual based upon actual or perceived sexual orientation. Sexual orientation is defined as heterosexuality, homosexuality (lesbian or gay), bisexuality, and transgender status. Transgender status means a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.

The **Civil Rights Division** investigates hundreds of cases per year. The Division is a neutral, third-party, state agency that does not represent any party in legal action. Parties may or may not retain an attorney. Legal counsel is not necessary to proceed with a charge of discrimination.



COLORADO CIVIL RIGHTS DIVISION

Colorado law prohibits discrimination in these areas:

Employment based on: disability, race, color, sex, sexual orientation (including transgender status), national origin/ancestry, religion, creed, age (40-69), marriage to a co-worker and retaliation.

Housing based on: disability, race, color, sex, sexual orientation (including transgender status), national origin, religion, creed, marital status, familial status (a child under the age of 18 living with a parent or guardian, pregnancy in the household, or a person in the process of obtaining custody of a minor), and retaliation.

Public Accommodations based on: disability, race, color, sex, sexual orientation (including transgender status), national origin/ancestry, creed, marital status and retaliation.

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Department of Regulatory Agencies