

MISSION STATEMENT



DENVER
THE MILE HIGH CITY

The mission of the Denver Anti-discrimination Office is to enforce the ordinance that prohibits discrimination in employment, housing and commercial space, public accommodations, private educational institutions, and private health and welfare services. The ordinance prohibits discrimination based on:

- Age—a chronological age of at least 40 years
- Sexual orientation—the status of an individual as to his or her heterosexuality, homosexuality or bisexuality
- Gender variance—a person's gender identity is incongruent with the person's biological sex
- Marital status—the state of being married, single, divorced, separated, or widowed and the usual conditions associated therewith, including parenthood
- Physical or mental disability—a physical or mental impairment of which substantially limits one or more major life activities and includes a record of such impairment
- Race—a person's ethnic origin which includes White, Hispanic or Latino, Black or African American, American Indian and Alaska Native, Asian, Native Hawaiian and other Pacific Islander.
- Color—a person's skin color as it pertains to race, ancestry and ethnicity.
- National Origin—a person's place of birth, country of origin, ancestry, native language, accent, or perceived as looking or sounding foreign.
- Gender—Decisions made based on stereotypes and assumptions about abilities, traits, or the performance of individuals on the basis of sex. Includes sexual harassment for persons of either gender, pregnancy related issues and equal pay for equal work.
- Military status—being or having been in the

City and County of Denver
Agency for Human Rights and Community Relations
Denver Anti-discrimination Office
201 West Colfax Avenue, Dept. 1102
Denver, CO 80202

311
for City Services
Denver gets it done!

AGENCY FOR HUMAN RIGHTS AND COMMUNITY RELATIONS



DENVER ANTI-DISCRIMINATION OFFICE

201 West Colfax Avenue
Department 1102
Denver, Colorado 80202
720-913-8458 VOICE
720-913-8492 TTY
720-913-8470 FAX
www.denvergov.org/discrimination



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Chapter 28, Article IV of the Denver Revised Municipal Code prohibits discrimination in the areas of employment, housing and commercial space, public accommodations, private educational institutions, private health and welfare services.

JURISDICTIONAL REQUIREMENT

In order to file a complaint with this office, the alleged discriminatory act must have taken place within the boundaries of the City and County of Denver.

WHO MAY FILE?

Any person may file a complaint on a violation of the provisions of this ordinance. Any complaint filed under this ordinance must be done so with DADO within 180 days of the occurrence of the alleged discriminatory practice.



PROTECTED CATEGORIES

HOUSING AND COMMERCIAL SPACE

To interrupt, terminate, or refuse to initiate any transaction in real property

EMPLOYMENT

Failure or refusal to hire an applicant or to discharge any individual or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment.

PUBLIC ACCOMMODATIONS

To deny, directly or indirectly, any person the full and equal employment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation.

PRIVATE EDUCATIONAL INSTITUTIONS

To deny, or restrict, or to abridge or condition the use of, or access to, any facilities and services.

PRIVATE HEALTH AND WELFARE

SERVICES

To deny or refuse to provide access to any of the services, programs, benefits, facilities or privileges of any private health or welfare agency.

HOW DOES ONE FILE A COMPLAINT?

Please call 720-913-8458 to schedule an intake appointment. Staff members of DADO are available to assist in the drafting and filing of the complaint at the office during regular business hours (8:00 am to 4:00 pm, Monday through Friday).



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OFFICE
201 WEST COLFAX AVENUE
DEPARTMENT 1102
DENVER, CO 80202**