



Do you believe you have experienced discrimination because of your race, color, religion, national origin, gender, age, sexual orientation, gender variance, marital status, military status or physical or mental disability?

Did you know?

- * Denver City Council first passed its anti-discrimination ordinance in 1990 – Article IV. Prohibition of discrimination in employment, housing and commercial space, public accommodations, educational institutions and health and welfare services.
- * **The Denver Anti-Discrimination Office (DADO)** is a municipal office created and in existence to protect against discriminatory acts under this ordinance
- * You do not need an attorney to file a complaint with DADO
- * DADO operates as a neutral party throughout all phases of the process, including the filing, investigation and resolution of all filed claims
- * There is no fee for filing a complaint with DADO

How to file a claim with DADO

If you believe that you have been discriminated against and want to file a claim, contact DADO. DADO will assist in preparing a claim as a formal charge of discrimination. Once this charge is received and accepted from the Complainant (the charging party) by our office, it will be forwarded to the Respondent (person or organization against whom the charge is filed against). They in turn are given 30 days to contact our office to arrange for either a written position statement or schedule a time for a conference. Once all information pertinent to the claim is received from both the Complainant and the Respondent, the DADO will make a final determination on the charge utilizing formal and informal administrative remedies such as mediation, arbitration, and/or other alternative methods of dispute resolutions.

Important Jurisdictional & Time Requirements and Official Exemptions

- * A person may file a discrimination complaint with the office if they feel they were discriminated against. This act must have taken place **within the boundaries of the City and County of Denver**.
- * Any person may file a discrimination complaint **within 180 days of the occurrence** of the alleged discriminatory act.
- * The DADO ordinance **does not apply to** any governmental agencies (including all federal, state or city entities), Police/Sheriff misconduct, Judicial Complaints, Prisoner' Rights and personality conflicts.
- * The DADO **Director makes all determinations** of dismissals, agreements, probable or no probable cause findings and right to sue notices.

Reducing Discrimination by: Advocacy ~ Peacemaking/Mediation ~ Social Justice ~ Enforcement

DADO is committed to a customer-centered philosophy, emphasizing advocacy and empowerment while recognizing and honoring all levels of diversity. As part of this process DADO strives to:

- Mediate the resolution of discrimination cases filed.
- Reduce adversarial legal remedies of workplace employer conflicts by facilitating early dispute resolutions "no fault settlement agreements."
- Provide both parties shared resolution through proactive engagement of common sense/no nonsense methodologies to quickly achieve mutually arranged no-fault settlement agreements.
- Formalize a navigation system, which in the interim aids clients/complainants in their search for employment/unemployment benefits or social/human services resources.

References: Chapter 28, Article IV of the Denver Revised Municipal Code – (Ord. No. 623-90, § 2, 10-15-90) Sec. 28-116. Effective date 2/1/91

The Denver Anti-Discrimination Office
201 W. Colfax Ave., Dept. 1102, 2nd Floor
Denver, CO 80202
720-913-8458
VP: 720-458-8486
darius.smith@denvergov.org
www.denvergov.org/discrimination



ANTI-DISCRIMINATION OFFICE

DENVER HUMAN RIGHTS &
COMMUNITY PARTNERSHIPS

CITY AND COUNTY OF DENVER

This establishment is subject to the provisions of Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, et seq., as amended, and the City and County of Denver's Anti-Discrimination Ordinance (Chapter 28, Article IV, § 28-91, et seq.) which prohibits discrimination based on:

Race, Color, Religion, National Origin, Gender, Age, Sexual Orientation, Gender Variance, Marital Status, Military Status, or Physical or Mental Disability

Discrimination is prohibited in the areas of:

- **Employment**
- **Housing and Commercial Space**
- **Public Accommodations**
- **Private Educational Institutions**
- **Private Health and Welfare Services**

Complaints of possible violations may be filed with:

Denver's Anti-Discrimination Office

Agency for Human Rights and Community Partnerships

201 West Colfax Avenue, Dept. 1102 (2nd Floor)

Denver, CO 80202

Phone: (720) 913-8458 | Video Phone: (720) 458-8486

darius.smith@denvergov.org

www.denvergov.org/antidiscrimination

The Denver Anti-Discrimination Office (DADO) investigates complaints of alleged discrimination in the areas of employment, housing, public accommodations, private educational institutions, private health and welfare services. Our office enforces the city ordinance which prohibits discrimination on the basis of race, national origin, color, gender, religion, ages, sexual orientation, gender variance, marital status, military status, physical or mental disability. After the initial investigation, if it is determined that the complaint lays within the role and jurisdiction of City and County of Denver we commence a neutral, unbiased settlement of the complaint, more frequently through settlement negotiations.

For additional information about the Anti-Discrimination Office or to schedule an intake appointment please call **720-913-8459** – Video Phone **720-458-8486** or visit the DADO website at www.denvergov.org/antidiscrimination - to get answers to frequently asked questions, download forms, schedule an intake, or request a presentation.