

KREMMLING SANITATION DISTRICT

Policy on Equal Opportunity and Nondiscrimination

Adopted: January 12, 2026

1. Purpose. This Policy on Equal Opportunity and Nondiscrimination (the “Policy”) establishes the Kremmling Sanitation District’s (the “District”) commitment to equal opportunity and non-discrimination in all District operations, including governance, employment, programs, services, public access, contracting, and interactions with the public. This policy is intended to ensure compliance with applicable Colorado and federal civil rights laws governing local governments and special districts.
2. Authority. This Policy is adopted pursuant to, and shall be interpreted consistently with the:
 - a. Colorado Anti-Discrimination Act (“CADA”), C.R.S. §§ 24-34-301 *et seq.*
 - b. Employment discrimination and retaliation provisions, C.R.S. §§ 24-34-401.
 - c. Protections for Public Workers Act, C.R.S. § 29-33-101 *et seq.*
 - d. Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.* (programs and services).
 - e. Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.* (employment).
 - f. Americans with Disabilities Act (“ADA”), 42 U.S.C. § 12101 *et seq.*
 - g. Section 504 of the Rehabilitation Act, 29 U.S.C. § 794.
 - h. Age Discrimination Act of 1975, 42 U.S.C. § 6101 *et seq.*
3. Discrimination Prohibited. The District prohibits discrimination, harassment, and retaliation in any District activity or function. Equal opportunity shall be provided to all persons in access to District services, programs, facilities, employment, contracting, and decision-making. No person shall be excluded from participation in, denied the benefits of, or subjected to discrimination by the District on the basis of any protected characteristic under applicable law.

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4. Protected Characteristics. The District prohibits discrimination or harassment based on disability, race, creed, color, sex, sexual orientation, gender identity or expression, marital status, national origin, age, and religion.
5. Scope of Application. This Policy applies to all District functions, including but not limited to:
 - a. Governance and Board actions.
 - b. Employment and personnel matters.
 - c. Delivery of programs and services.
 - d. Access to District facilities and infrastructure.
 - e. Contracting, procurement, and vendor relations.
 - f. Public participation, communications, and customer interactions.
6. Reasonable Accommodation and Accessibility. The District shall provide reasonable accommodations and ensure accessible programs, services, and facilities as required by ADA Title II, 42 U.S.C. § 12131 *et seq.*, and Section 504 of the Rehabilitation Act, 29 U.S.C. § 794. Requests for accommodation or accessibility modifications shall be submitted to and evaluated by the District Manager.
7. Harassment and Retaliation. Harassment or retaliation against any individual for opposing discrimination, requesting accommodation, filing a complaint, or participating in an investigation is strictly prohibited and constitutes a violation of C.R.S. § 24-34-402.5 and applicable federal law.
8. Complaints and Investigation. This Policy shall be enforced by the District Manager, who is responsible for overseeing training, implementation, and resolution of concerns. Violations may result in disciplinary action, legal liability, or referral to the appropriate enforcement agencies.
 - a. Complaint Submission. Complaints shall be submitted in writing to the District by mail, email, or by using a designated form provided by the District. The complaint should include a detailed description of the incident(s), the parties involved, the date(s), and any supporting evidence. Anonymous complaints will be reviewed to the extent possible, but may limit the District's ability to fully investigate.

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- b. Investigation Procedure. Upon receipt of a complaint, the District Manager shall promptly acknowledge receipt and initiate a confidential investigation. The investigation will be conducted fairly and impartially, with an opportunity for all parties to provide information and evidence. The District shall, at the earliest possible opportunity, confer with its legal counsel to determine if a third-party investigator is necessary.
 - c. Resolution and Action. The District Manager shall issue a written determination summarizing findings and any actions taken, and notify the complainant and respondent, where appropriate. If a violation of this Policy is substantiated, corrective or disciplinary measures may be taken, including mediation, training, suspension of privileges, or referral to legal authorities.
9. Supplement to Law. The provisions of this Policy shall be in addition to and in supplement of any law of the State of Colorado.
10. Amendment. The Board may amend this Policy from time to time, only in writing following a duly called meeting.