

# Non-Discrimination Hiring Policy

In accordance with applicable laws, CIRSA prohibits discrimination in employment on the basis of race, color, national origin, age, disability, sex, gender identity, religion, marital status, familial status or sexual orientation.

## **Americans With Disabilities Act Compliance**

If selected for an interview, applicants with disabilities may request accommodations in accordance with the Americans with Disability Act (ADA) for the process or in conjunction with the job requirements. In addition, the hiring supervisor will consult with Human Resources and Risk Management to determine if reasonable accommodations or modifications in the way a job is performed might be made to allow a person with disabilities to perform the required job duties. For more information regarding employment, contact the Human Resources Department at 303.757.5475.

## **Accessibility and Reasonable Accommodation for CIRSA Services/Programs/Facilities**

CIRSA is committed to providing an equal opportunity for people with disabilities to participate in programs and services and will make reasonable accommodations for people with disabilities in accordance with the ADA.

## **Procedure**

All requests for accommodations for accessibility and reasonable accommodations for CIRSA services and programs should be made to Human Resources. Requests should be made as far in advance of the program or event as possible, but no less than 48 hours prior to the event. Human Resources will make arrangements with the department(s) sponsoring the program to provide the requested accommodation or suitable alternative in accordance with the provisions of the ADA.

