

Non-Discrimination Hiring Policy

In accordance with applicable laws, CIRSA prohibits discrimination in employment on the basis of race, creed, color, religion, national origin, age, sex, disability, genetic information, sexual orientation, military status or any other status protected by law. It is CIRSA's intention that all qualified applicants are given equal opportunity and that selection decisions are based on job-related factors.

Americans With Disabilities Act Compliance

If selected for an interview, applicants with disabilities may request accommodations in accordance with the Americans with Disabilities Act (ADA) for the hiring 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 Accommodations and Modifications for CIRSA Services/Programs/Facilities

CIRSA is committed to providing an equal opportunity for people with disabilities to participate in its programs, services, and activities and will make reasonable accommodations and modifications to its policies, practices or procedures for people with disabilities in accordance with the ADA.

CIRSA will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in CIRSA programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Procedure

All requests for aids, services, accommodations, or modifications for accessibility for CIRSA programs, services or activities should be made to the Human Resources Department at 303.757.5475. Requests should be made as far in advance 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 modification, or a suitable alternative in accordance with the provisions of the ADA.

The ADA does not require CIRSA to take action that would fundamentally alter the nature of the program, service or activity, or impose an undue financial or administrative burden. CIRSA will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

Complaints that a CIRSA program, service, or activity is not accessible to persons with disabilities should be directed to the Human Resources Department at 303.757.5475.

