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# Proposed Changes to the Denver Anti-Discrimination Ordinance

# About the Denver Anti-Discrimination Office

- The Denver Anti-Discrimination Office is located within the Agency for Human Rights and Community Partnerships (HRCP)
- Darius Lee Smith, Director since 2004

# Proposed Code Amendment

For an ordinance amending sections 28-91, 28-92, 28-93, 28-94, 28-95, 28-96, 28-97, and 28-97.5 of Article IV, “Prohibition of Discrimination in Employment, Housing, and Commercial Space, Public Accommodations, Educational Institutions and Health and Welfare Services”, of Chapter 28 of the Revised Municipal Code.

# Proposed Changes - Terms and Definitions

- Removes the terms “Gender variance”, “Genital reassignment surgery”, “Transitioning transsexual”, and “Transitioned transsexual”
- Removes the term “the elderly” and replaces it with “older adults”
- Clarifies definitions including definitions for disability status, sex, sexual orientation, and religious organizations, and associations.

# Purpose of Terms and Definitions Changes

- It is necessary to strengthen current antidiscrimination laws by: replacing outdated terms concerning sexual orientation and gender identity
- Adding terms to prevent discrimination based on ethnicity, citizenship, and immigration status
- Clarifying terms regarding disability status
- Modifying terms concerning exemptions for religious organizations and associations
- Conforming to changes to state law

# Proposed Changes – Bases

Prohibits discrimination based on:

- Gender expression
- Gender identity
- Ethnicity
- Citizenship
- Immigration status

# Purpose of Proposed Changes – Eligibility Requirements

Expand DADO's jurisdiction by reducing the 20 to less than 10 employees – only pertains to employment claims.

# Proposed Changes – Areas of Protection

Employment - Update the language prohibiting discrimination based on pregnancy, childbirth, and related conditions. Provide more detailed language about restrictions and reasonable accommodations. Clarifies existing exemptions for older adults and religious organizations.

Public Accommodations – updates existing definition of “places of public accommodation” including references to specific places defined in the Denver Zoning Code and adding private places or establishments providing services, facilities, or accommodations to the public that receives or is supported by government funds or financial assistance. Also adds “private health and welfare services” to definition of public accommodations.



# Proposed Changes – Areas of Protection

## Areas of Protection:

- Expressly allows a mother to breast-feed in any place she has a right to be.
- General - clarifies exemptions for churches, synagogues, mosques, and religious organizations to be consistent with exemptions contained in the Colorado Anti-Discrimination Act (CADA).

# Purpose of Areas of Protection Changes

With respect to prohibitions of discrimination concerning public accommodations, it is necessary to:

- update certain provisions to conform to code changes relating to the Denver Zoning Code
- add places or establishments receiving or otherwise supported by government funds of any kind that offer services, facilities, privileges, advantages, or accommodations to the public

With respect to prohibitions of discrimination in employment, it is necessary to:

- combat discrimination based on; pregnancy, childbirth, and related conditions (including lactation and nursing needs) by requiring reasonable accommodations and notices to certain individuals

# Partnerships

## Departments and Commissions that contributed to the DADO proposed changes

Denver LGBTQ Commission

Office on Women & Families

Office of Disability Rights

Anti-Discrimination Office

Office of Immigrant & Refugee Affairs

Office on Aging

# Questions or Comments

## Contact Information

Darius Smith

Director, Denver Anti-Discrimination Office

720-913-8459

[darius.smith@denvergov.org](mailto:darius.smith@denvergov.org)