

<b>About the Denver Anti-Discrimination Office</b>	
<b>Purpose</b>	The Denver Anti-Discrimination Office (DADO) oversees the City’s antidiscrimination ordinance codified in Chapter 28, Article IV of the Denver Revised Municipal Code.
<b>Areas of Protection</b>	Enforces the ordinance prohibiting discrimination in employment, housing and commercial space, public accommodations, private educational institutions, and private health and welfare services.
<b>Changes to Ordinance</b>	
<b>Updates to discrimination eligibility requirements</b>	<p>Expand DADO’s jurisdiction by reducing the 20 to less than 10 employees – only pertains to employment claims.</p> <p>Updated ordinance to include source of income in housing as a protected class.</p>
<b>Updates to Language</b>	<ul style="list-style-type: none"> <li>• Removes the terms “Gender variance”, “Genital reassignment surgery”, “Transitioning transsexual”, and “Transitioned transsexual”.</li> <li>• Prohibits discrimination based on “Gender expression” and “Gender identity”. Adds definitions for those terms.</li> <li>• Prohibits discrimination based on “ethnicity”, “citizenship”, and “immigration status”.</li> <li>• Clarifies definitions including definitions for disability status, sex, sexual orientation, and religious organizations and associations.</li> <li>• Removes language concerning the “elderly” and replaces it with language relating to “older adults”</li> </ul>
<b>Updates to Areas of Protection</b>	<p>Includes source of income in housing as a protected class.</p> <p>Employment - Updates the language prohibiting discrimination on the basis of pregnancy, childbirth, and related conditions. Provides more detailed language about restrictions and reasonable accommodations. Clarifies existing exemptions for older adults and religious organizations.</p> <p>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.</p> <p>Expressly allows a mother to breast-feed in any place she has a right to be.</p> <p>General - clarifies exemptions for churches, synagogues, mosques, and religious organizations to be consistent with exemptions contained in CADA.</p>