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DEPARTMENT OF REGULATORY AGENCIES

# COLORADO CIVIL RIGHTS COMMISSION

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June 26, 1978

TO: ALL INTERESTED PERSONS, DEPARTMENTS, AGENCIES AND INSTITUTIONS

FROM: THE COLORADO CIVIL RIGHTS COMMISSION  
James F. Reynolds, Director

SUBJECT: NOTICE OF PROPOSED RULE-MAKING

Notice is hereby given of proposed rule-making by the Colorado Civil Rights Commission and of a public hearing in connection therewith to commence at 9:00 a.m. on Thursday, July 20, 1978, in Room 320 E of the State Capitol Building, 200 East Colfax, Denver, Colorado.

The Civil Rights Commission shall consider proposed amendments, revisions and additions to the Rules and Regulations pursuant to authority provided under C.R.S., 1973, 24-34-307 (14), 24-34-406 (14), and 24-4-103, as amended, relating to rule-making authority, and 24-34-305 (b) and 24-34-404 entitled "Powers and Duties of Commission", which authorizes the Commission to "adopt, publish, amend and rescind regulations consistent with and for the enforcement of" the Act, not to discriminate because of handicap, race, creed, color, sex, national origin or ancestry, and pursuant to Article 24, Title 34, Parts 3-6, C.R.S., 1973, which was amended on July 1, 1977, by the addition of "Handicap" to the classes to be protected under that statute.

The subjects and issues involved include but are not limited to the following:

- I. Definition of Terms and Concepts such as:
  - A. Handicapped person
  - B. Physical Impairment
  - C. Major Life Activities
  - D. "Has a record of such an impairment"
  - E. "Is regarded as having an impairment"
  - F. Qualified Handicapped Person
  - G. Facility
  - H. Reasonable Accessibility
  - I. Reasonable Accommodation and the expense thereof
  
- II. Specific Activities to which the provisions of the proposed rules and regulations will apply, such as:
  - A. Recruitment, advertising, and the processing of applications for employment and preemployment inquiries
  - B. Hiring, upgrading, promotion, award of tenure, demotion, transfer, lay-off, termination, right of return from lay-off, and rehiring
  - C. Rates of pay or any other form of compensation and changes in compensation

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- D. Job assignments, job classifications, organizational structures, position descriptions, lines of progression, and seniority lists as they relate to compensation
- E. Leaves of absence, sick leave, or any other leave
- F. Fringe benefits available by virtue of employment
- G. Selection and financial support for training, including apprenticeship, professional meetings, conferences and other related activities, and selection for leaves of absence to pursue training
- H. Practices subject to the application of the Fair Housing Law such as refusal to sell, transfer, rent or lease
- I. Practices subject to the application of the Public Accommodations Law such as the refusal, withholding from, or denial of any person the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of a place of public accommodation
- J. The publishing, circulation, issuing, displaying, posting or mailing any written or printed communication, notice, or advertisement which indicates that the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of a place of public accommodation will be refused, withheld from, or denied any person or that his or her patronage or presence at a place of public accommodation is not welcome, objectionable, unacceptable, or undesirable because of handicap

III. Other Standards and Procedures deemed necessary to the implementation of the amended statute.

Any interested person may submit written data, views or arguments or present the same orally as time permits, relevant to the proposed rules and regulations. The Commission shall consider all submissions. Copies of the proposed rules and regulations will be provided at the time of the hearing.

In accordance with the Colorado Sunshine Law, all persons who receive or expect to receive compensation for services relating to the aid or influence of "The adoption or defeat of any...rule...or decision of any board or commission of this state which has been delegated rule-making authority by the General Assembly" must register with the Secretary of State before engaging in such activity. For more information, call the office of the Secretary of State.