

## Workplace Health and Safety Protection

The Board is committed to providing a safe work environment for all employees. When district employees know or have any reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety, they should report such concerns following the district's concerns, complaints, or grievances procedure.

### **Nondiscrimination**

The Board, the superintendent, other administrators, and district employees will not unlawfully discriminate, take adverse action, or retaliate against any employee who, in good faith, raises any reasonable concern about workplace violations of government health or safety rules, or about an otherwise significant workplace threat to health or safety if the district controls the workplace conditions giving rise to the threat or violation. Discrimination against an employee who opposes any practice they reasonably believe is unlawful or who participates in an investigation, proceeding, or hearing on such matter is also prohibited.

The Board, the superintendent, other administrators and district employees will also not unlawfully discriminate, take adverse action, or retaliate against any employee who voluntarily wears their own personal protective equipment, such as a mask, faceguard, or gloves, if the personal protective equipment:

1. provides a higher level of protection than the equipment provided by the district;
2. is recommended by a federal, state, or local public health agency with jurisdiction over the district; and
3. does not render the employee incapable of performing their job or fulfilling their job duties.

### **Notice**

To reduce unlawful discrimination and ensure a safe workplace environment, the administration is responsible for providing notice of this policy to all district employees. This policy will be referenced in employee handbooks and otherwise available to all staff through electronic or hard-copy distribution.

Adopted: August 18, 2020

Revised: November 15 2022

LEGAL REFS.: C.R.S. [8-14.4-101](#) (definition of public health emergency)  
C.R.S. [8-14.4-102](#) (prohibition against discrimination based on claims related to a public health emergency)

CROSS REFS.: [GBA](#), Open Hiring/Equal Employment Opportunities  
[GBK](#), Staff Concerns/Complaints/Grievances  
[GBK-R](#), Staff Concerns/Complaints/Grievances – Regulation  
North Conejos School District RE-1J, La Jara, Colorado