



# Denver Anti-Discrimination Office (DADO)

## Disability Fact Sheet

### Did you know?

- \* DADO is a municipal office that protects against discrimination as a result of a persons disability.
- \* There is no fee for filing a complaint
- \* You do not need an attorney to file a complaint
- \* DADO is a neutral party during the filing, investigation and resolution of all claims
- \* Denver City Council first passed its anti-discrimination ordinance in 1990 – Article IV. Prohibition of discrimination in employment, housing and commercial space, public accommodations, educational institutions and health and welfare services.

### Do you believe you have experienced discrimination because of your disability?

#### Has this act of discrimination kept you from equal access to:

- Employment • Housing and Commercial Space • Public Accommodations  
• Educational Institutions • Health and Welfare Services?

### How to file a charge of discrimination

Our office will assist in preparing a formal charge of discrimination. Once this charge is accepted from the Complainant (the charging party), the Respondent (person or organization against whom the charge is filed against) is given 15 days to contact our office to arrange for either a written position statement or schedule a time for a conference. Once all information is received from both the Complainant and the Respondent, the DADO will make a final determination on the charge utilizing formal and informal administrative remedies such as mediation, arbitration and other alternative dispute resolutions.

### Important Jurisdiction Requirements and Exemptions

- \* A person may file a discrimination complaint with the office if they feel they were discriminated against. This act must have taken place **within the boundaries of the City and County of Denver**.
- \* Any person may file a discrimination complaint **within 180 days of the occurrence** of the alleged discriminatory act.
- \* The DADO ordinance **does not apply to any governmental agencies**, including all federal, state and city entities.

### \* Definitions

*Physical or mental disability* A physical or mental impairment of an individual which substantially limits one (1) or more major life activities and includes a record of such impairment or being regarded as having such impairment;

### References:

1. Chapter 28, Article IV of the Denver Revised Municipal Code – (Ord. No. 623-90, § 2, 10-15-90) Sec. 28-116. Effective date 2/1/91

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