



Denver Anti-Discrimination Office (DADO)

Sexual Orientation and Gender Variance Fact Sheet

Did you know?

- * DADO is one of three municipal offices in Colorado that protects sexual orientation and gender variance, which are not protected classes by either the state or federal agencies
- * 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.
- * In May 1991, Denver voters approved the City Council's action, ratifying protection for sexual orientation and in 2001, the City Council added protections for gender variance.

Do you believe you have experienced discrimination because of your:

Sexual Orientation • Gender Variance • Gender Identity • Genital Reassignment Surgery • Sex Reassignment Surgery or because you are a Transitioning or Transitioned Transsexual? (see definitions below)

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

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| <i>Sexual Orientation</i> | The status of an individual as to his or her heterosexuality, homosexuality or bisexuality. |
| <i>Gender Variance</i> | A person's gender identity is incongruent with the person's biological sex. |
| <i>Gender identity</i> | A person's various individual attributes, actual or perceived, that may be in accord with, or sometimes opposed to, one's physical anatomy, chromosomal sex, genitalia, or sex assigned at birth. |
| <i>Genital reassignment surgery</i> | Surgery to alter a person's genitals, in order to complete a program of sex reassignment treatment. |
| <i>Sex reassignment treatment</i> | Treatment to change a person's sex, based on medically recognized treatment protocols such as that published by the Harry Benjamin International Gender Dysphoria Association. |
| <i>Transitioning transsexual</i> | A person experiencing gender variance who is undergoing sex reassignment treatment. |
| <i>Transitioned transsexual</i> | A person who has completed genital reassignment surgery. |

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
2. Rules of the Agency for Human Rights and Community Relations of the City and County of Denver concerning Chapter 28, Article IV

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