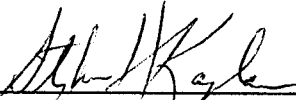


Executive Order No. 132

TO: All Agencies Under the Mayor
FROM: Mayor
DATE: December 27, 1988
SUBJECT: English as the "Official Language"-Amendment
to the Colorado Constitution


This Executive Order, effective December 27, 1988, establishes the policy of the City and County of Denver with regard to the Amendment to the Colorado Constitution declaring English as the official language of the State of Colorado, with said policy set forth in detail in Attachment A.

Approved for Legality:

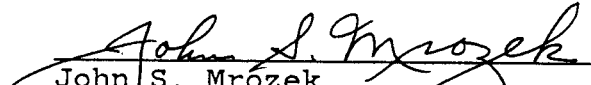


Stephen H. Kaplan
Attorney for the City
and County of Denver


Approved:



Federico Peña
MAYOR



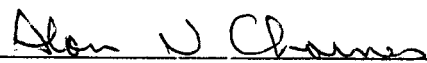
John S. Mrozek
Manager of Public Works




John Fairman
Manager, Health and Hospitals



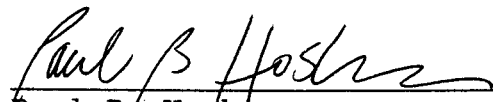
Manuel Martinez
Manager of Safety



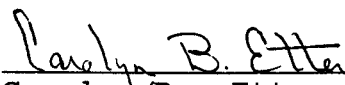
Alan N. Charnes
Manager of Revenue



Mary C. Krane
Manager of Social Services



Paul B. Hoskins
Manager of General Services



Carolyn/Don Etter
Manager, Parks & Recreation

ATTACHMENT A

POLICY OF THE CITY AND COUNTY OF DENVER
WITH REGARD TO ENGLISH AS THE OFFICIAL LANGUAGE
OF THE STATE OF COLORADO

The City and County of Denver is an ethnically and culturally pluralistic city. We cherish this diversity as enhancing the quality of life in our community. We must respect this diversity and assure that the rights of our residents are not restricted or constrained. In addition, as Denver proceeds to become an international city with a new airport and a new convention center, as well as becoming a host for international athletic and cultural events, it is important to make our international visitors as welcome as possible and share with them the warm hospitality that is so forthcoming in Denver.

Effective January 1, 1989, the Colorado Constitution was amended to "declare that the English language is the official language of the State of Colorado". While the language of this amendment may be seen by some as fairly innocuous, it has the potential to be misinterpreted by public officials and administrators and to foster divisiveness, discrimination and unfairness within our community. Such destructive results must be avoided within the government of the City and County of Denver.

This Executive Order re-establishes and reemphasizes the City's policy, consistent with the Equal Protection Clause and the First Amendment of the United States Constitution, that no person shall be discriminated against, or denied any right or privilege, based on the language which that person speaks.

No city officer or employee shall develop any rule or regulation or take any action that would restrict, on the basis of language, the constitutional rights of employees in the work place or of persons who receive services from the City. Any person who feels that these rights may have been restricted by such a rule or regulation or such conduct may file a complaint with the appropriate agency,

such as Human Rights and Community Relations, the Civil Service Commission, or the Career Service Authority, in order that these concerns can be addressed.

It shall be the official policy of the City and County of Denver to continue providing translators and bilingual or multilingual material for programs and projects that reach out to those in our community who, for whatever reason, do not speak or read English. This includes, but is not limited to, those programs that affect public health and the safety of our citizens, as well as their constitutional rights.

Historically, Denverites have come from many different places reflecting many varied and diverse cultures. Whether individuals speak German, Spanish, Vietnamese, Italian, Russian, Hebrew, Swahili or any other language, these persons should have, and are entitled to, the full rights and opportunities that this country and this city provide. The City will interpret the "English as the official language" amendment narrowly. The City will comply with this amendment, but will also preserve the individual rights established in the Colorado and United States Constitutions.