

## **WORKPLACE HEALTH AND SAFETY PROTECTION**

Centennial BOCES is committed to providing a safe work environment for all employees. When 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 Centennial BOCES's concerns, complaints, or grievances procedure.

### **Nondiscrimination**

The Board, the executive director, other administrators, and 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 Centennial BOCES 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 executive director, other administrators and 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 Centennial BOCES;
2. is recommended by a federal, state, or local public health agency with jurisdiction over Centennial BOCES; 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 employees. This policy will be referenced in employee handbooks and otherwise available to all staff through electronic or hard-copy distribution.

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

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Centennial BOCES