The Colorado Civil Rights Division promotes and protects civil rights in the State of Colorado through education and enforcement of anti-discrimination laws in the areas of employment, housing and places of public accommodation.

Enforcement, Mediation, Education

The Colorado Civil Rights Division is Charged with investigating claims of alleged discrimination in the areas of employment, housing and places of public accommodation. Discrimination is defined as adverse treatment based upon a person’s protected group status.

Our Alternative Dispute Resolution (ADR) Unit provides neutral mediators who assist parties in attempting to resolve their dispute through mediation.

Outreach and Education is provided by the Division to those interested in Colorado anti-discrimination laws and issues. The Division works with public and private organizations in conducting educational programs.

Colorado Civil Rights Division Training

For no charge, the Civil Rights Division provides trainings that may be specialized to your needs. The Division offers trainings throughout Colorado. Please enroll on our website or call the Division main number for more information.
The Civil Rights Division’s complaint process starts when a Complainant submits an Intake Packet (visit our website for an Intake Packet or contact us to request one). The Division reviews each Intake Packet, gathers information and verifies that jurisdiction is sufficient to draft a Charge of Discrimination. By law, a Charge of Discrimination must be filed within a specific period of time from the date of the alleged discriminatory act:

- With Employment cases, the filing deadline is six (6) months;
- With Housing cases, the filing deadline is one (1) year; and,
- With Public Accommodations cases, the deadline is sixty (60) days.

After a Charge is filed, the parties may agree to Mediate. Mediation provides the parties with an opportunity to resolve a claim prior to the process of Investigation by the Civil Rights Division. The Division ADR Unit provides neutral mediators to assist parties who mutually agree to attempt to resolve their differences through mediation. Mediation can provide a monetary and/or non-monetary resolution that benefits and reduces costs to all parties.

If a settlement is not reached, the case will be assigned to an Investigator who develops evidence, conducts interviews and requests information as needed. When the Respondent submits a response to the request for information, the Charging Party may submit a rebuttal.