

**COLORADO DEPARTMENT OF TRANSPORTATION**  
**NON-DISCRIMINATION IN EMPLOYMENT NOTICE**  
**(Labor Unions or other Worker's Organizations)**

To: (Union or Worker's Organization name)

From: (Contractor/subcontractor name)

Federal Aid Project number:

We have a contract with the Colorado Department of Transportation for the Federal Aid Project listed above. To comply with contract provisions and Executive Order 11246, dated September 29, 1965, we must post this notice in conspicuous places for employees or applicants for employment to read. We cannot discriminate against any employee or applicant for employment because of **race, religion, color, sex, creed, national origin, age, or disability**. This obligation not to discriminate in employment includes, but is not limited to, the following:

Hiring, placement, upgrading, transfer, or demotion

Employment recruitment, advertising, or solicitation

Employee training

Pay rates or other forms of compensation

Training selection, including apprenticeship

Layoff or termination

Contractor/subcontractor signature

Date

**Note:** Contractor/subcontractor must post this notice in conspicuous places accessible to employees or applicants for employment.