

Board Rule 1-71. Harass or Harassment. In determining whether harassment is discrimination, “Harass” or “Harassment” is defined as set forth in C.R.S. Sec. 24-34-402(1.3). ~~violates the Colorado Anti-Discrimination Act, “Harass” or “Harassment” means to engage in, or the act of engaging in, any unwelcome physical or verbal conduct or any written, pictorial, or visual communication directed at an individual or group of individuals because of that individual’s or group’s membership in a protected class under the Colorado Anti-Discrimination Act, which conduct or communication is subjectively offensive to the individual alleging harassment and is objectively offensive to a reasonable individual who is a member of the same protected class.~~