



Nathan Woodliff-Stanley, Executive Director  
Mark Silverstein, Legal Director

## **KNOW YOUR RIGHTS**

### **Discrimination in Places of Public Accommodation**

Colorado law prohibits discrimination in places of public accommodation based on **marital status** or actual or perceived **sexual orientation**. According to the Colorado Anti-Discrimination Act (“Act”), “sexual orientation” means heterosexuality, homosexuality (lesbian or gay), bisexuality, and transgender status. Transgender status means a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.

Discriminatory practices can come in many forms, including: terms of service; denial of full and equal service; intimidation; access; conditions; privileges; advertising; and retaliation.

A place of public accommodation can include locations, such as, a: bakery, florist, restaurant, hotel or motel; retail store; public transportation; recreational facility or park; and library. The Act provides a very limited exemption for places of public accommodation that are “principally used for religious purposes.” This would include a church, synagogue, or mosque, but the exemption may not apply to the cafeteria connected to a church, or a gymnasium connected to a synagogue, if those places are generally open to the public.

**What this means for you is that a store owner or service provider cannot refuse to provide service because of your sexual orientation, or because of your status as a part of a civil union.**

**IF YOU EXPERIENCE THIS TYPE OF DISCRIMINATION**, document the following information:

- Name of the business and the representative(s) you talked to;
- Date and time the discrimination occurred;
- Statement of the events, including what the business representative said; and
- Names and contact information of other witnesses.

**YOU HAVE TO ACT QUICKLY!** Contact the Colorado Civil Rights Division (CCRD) and file a Charge of Discrimination as soon as possible.

- A Charge of Discrimination must be filed within 60 days of the date of the discrimination.
- The process of filing the Charge of Discrimination with the CCRD can be quite lengthy, so don't wait until the last day to contact the Division.
- When filling out the forms, check the box for both marital status and sexual orientation.

The ACLU of Colorado wants to know when this kind of discrimination occurs. Please contact us and report the discrimination:

- Send an email to [Intake@aclu-co.org](mailto:Intake@aclu-co.org)