

# EEO Utilization Report

## Organization Information

Name: First Judicial District Attorney's Office

City: Golden

State: CO

Zip: 80401

Type: County Attorney General or Prosecutor's Office

## Step 1: Introductory Information

### Policy Statement from Employee Manual

#### EQUAL APPOINTMENT OPPORTUNITY

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The District Attorney's Office is an equal opportunity employer, providing equal appointment opportunity to all qualified persons. The Office affirms the rights of all appointees and applicants for appointment to be protected from discrimination, intimidation, physical harm, and harassment based on race, color, religion, gender, gender identity, sex, national origin, age, disability, sexual orientation, genetic information, hairstyle associated with racial identity, marital status or any other status protected by Federal or State law ("protected class").

The Office strongly disapproves of such discrimination and harassment and will not tolerate such behavior toward its appointments or applicants. To affirm the District Attorney's Office support of equal opportunity, the Office shall:

- a. Recruit, appoint, train, and promote persons without regard to protected class.
- b. Support the principle of equal appointment opportunity in its appointment decisions.
- c. Take personnel actions without regard to protected class.

The Jefferson County Director of Human Resources has been designated as the Equal Employment Opportunity Coordinator and is responsible for addressing compliance with state and federal equal employment laws in conjunction with the Jefferson County Attorney's Office.

Adverse treatment of any appointee that is in retaliation for opposing discrimination or in retaliation for participating in any discrimination investigation or claim will not be tolerated.

Appointees who believe that they have been subjected to unlawful discrimination or unlawful retaliation should immediately contact their supervisor or the Chief of Staff. If the appointee believes that the matter has not been appropriately resolved through informal communications, the appointee must submit a written complaint to their supervisor or the Chief of Staff.

As a recipient of Federal grants, the Office does not discriminate against program participants or beneficiaries of our services, activities, programs, or other benefits on the basis of race, color, national origin, sex, age, or disability. All individuals have equal access to any grant funded program benefits and opportunities offered by the office, regardless of their protected characteristics. The office complies with federal civil rights laws, such as Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA). If an appointee learns that a program participant has a complaint alleging discrimination in a grant funded project, the appointee is to direct the recipient to the Office for Civil Rights to file a claim through <https://ocras.ed.gov/office-for-civil-rights-discrimination-complaint-form>.

## **Step 4b: Narrative of Interpretation**

The First Judicial District Attorneys Office embraces diversity. In every action we take and every decision we make, we prioritize above all else accountability, diversity, equity, integrity, justice, public safety, transparency, and victim rights. Additionally, our office is a leader in alternative solutions to incarceration, conviction integrity, and undertook an unprecedented data transparency initiative to improve accountability, fairness, and effectiveness in the criminal justice system. Our office is committed to the recruitment, hiring, retention, and promotion of a diverse staff. We strive to increase and maintain the diversity of our office.

The report shows no underutilization of any identified category; the office had no data with more than one standard deviation. The largest standard deviation (.92) was for white males in the Officials & Administrators category.

## **Step 5: Objectives and Steps**

**1. Our objective is to provide equal employment opportunities for white males when our organization fills vacancies that become available in the Officials & Administrators job category.**

- a. Ensure postings are publicly available to all interested applicants.
- b. Ensure we consider and interview a wide range of applicants, including white males.
- c. Ensure we don't have barriers to these jobs that would exclude white males.

## **Step 6: Internal Dissemination**

We made these findings known to Leadership and keep these findings in mind for every vacancy.

## **Step 7: External Dissemination**

We will make these findings available on our website [www.firstda.co](http://www.firstda.co). We will work with Jefferson County and/or our PIO on how we can disseminate these findings outside our organization.

EEO Job Classification	NHoL White Male	HISPANIC OR LATINO Male	NHoL Black or African American Male	NHoL American Indian or Alaska Native	NHoL Asian Male	NHoL Native Hawaiian or Other Pacific Islander Male	NHoL Two or More Races Male	NHoL White Female	HISPANIC OR LATINO Female	NHoL Black or African American Female	NHoL American Indian or Alaska Native	NHoL Asian Female	NHoL Native Hawaiian or Other Pacific Islander	NHoL Two or More Races Female	Count
Officials and Administrators	1	0	0	0	0	0	1	1	0	0	0	0	0	0	3
Percentage:	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Jeffco %:	38.3%	8.1%	0.9%	0.6%	1.7%	0.1%	1.4%	38.3%	8.1%	0.9%	0.6%	1.7%	0.1%	1.4%	102%
Standard Deviation/	0.92	0.28	0.29	0.30	0.31	0.32	0.34	0.36	0.38	0.41	0.45	0.50	0.58	0.71	





I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

Erin Collard

Chief of Staff

04-26-2025

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