



March 26, 2026

Lisa Narrell
Deputy Executive Director
South Suburban Parks and Recreation District
4810 E County Line Road
Littleton, CO 80126

Re: Formal Notice of Non-Compliance with Certain Workplace Expectations

Dear Ms. Narrell:

This letter is submitted on behalf of Laureen Boll, an employee of South Suburban Parks and Recreation District (SSPRD), by Fair For All (FAIR), a nonpartisan civil rights organization dedicated to advancing constitutional rights, viewpoint diversity, and equal treatment under the law for all Americans. Ms. Boll is a member of FAIR who brought this matter to our attention, and we write in support of her position as set forth below.

This letter serves as Ms. Boll's formal response to recent communication outlining SSPRD's obligations under the Colorado Anti-Discrimination Act (CADA), C.R.S. § 24-34-402 *et seq.*, and related policies concerning gender identity, gender expression, respectful treatment (including pronoun usage), and access to restrooms and locker rooms. She appreciates the District's effort to explain its legal compliance responsibilities and commitment to a safe, respectful environment for employees and patrons.

FAIR hereby notifies SSPRD that Ms. Boll will not comply with any expectation or directive requiring her to intentionally use pronouns, names, or other forms of address that affirm a gender identity inconsistent with an individual's biological sex. This includes refraining from intentional misgendering of any individual, including patrons or coworkers who identify as transgender. Her refusal is based on sincerely held convictions that biological sex is immutable and that sex-segregated facilities should be preserved on that basis for the safety, privacy, and dignity of biological females, particularly minor girls.

Ms. Boll will continue to treat all individuals with basic courtesy and professionalism consistent with general workplace standards (*e.g.*, using neutral language where possible or avoiding unnecessary references to gender). However, she will *not* engage in speech that she believes compels affirmation of gender identities contrary to biological reality, as this would violate her conscience and potentially infringe on her rights under the First Amendment to the U.S. Constitution (protecting against compelled speech).

Regarding facility access, Ms. Boll understands the District's policy to allow individuals to use restrooms and locker rooms aligned with their gender identity, while offering alternative facilities such as family cabanas or stalls for individuals who have privacy concerns. These options do not resolve her concerns. Requiring or expecting biological females like Ms. Boll to utilize separate or alternative facilities (e.g., cabanas) to avoid shared spaces with biological males who identify as female effectively imposes an unequal burden on women. It implies that women must leave or avoid female-designated spaces to accommodate the feelings or preferences of trans-identifying men, rather than preserving exclusive access to those spaces as originally intended for privacy and safety reasons.

FAIR is disappointed that SSPRD has elected to enforce what we perceive to be a one-sided application of state statutes — prioritizing gender identity protections — over the equally compelling interests in maintaining the safety, privacy, and dignity of biological women and girls in sex-segregated facilities. As a public employer serving female employees and patrons, FAIR expects SSPRD to protect and defend their interests and safety, particularly in the face of regulations that impose an ideological framework overriding the protections that women and girls deserve.

FAIR takes no position on the personal beliefs or identities of any individual. Our mission is to ensure that all Americans, including those with sincerely held religious, moral, or biological convictions, are treated with equal dignity and afforded equal protection under the law. We are concerned that workplace policies which compel employees to affirm particular ideological positions as a condition of employment, without accommodation for sincerely held dissenting views, represent exactly the kind of viewpoint-based discrimination our organization exists to oppose. We urge SSPRD to engage with Ms. Boll in a good-faith dialogue aimed at a reasonable accommodation that respects the rights and dignity of all parties.

We kindly request confirmation of receipt of this letter and look forward to SSPRD's response.

Sincerely,

DocuSigned by:

Monica Harris

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Monica Harris

Executive Director, Fair For All

cc: Pam Eller
Keith Gardner
Ken Lucas
Luke Lorenz
Elizabeth Watson
Laureen Boll