Lakeland Joint School District School District No. 272

PERSONNEL **5120**

Equal Employment Opportunity and Non-Discrimination

The District shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, marital status, military status, citizenship status, pregnancy, use of lawful products while not at work, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

The District will make reasonable accommodation for an individual with a disability known to the District, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the District.

Inquiries regarding discrimination should be directed to the Title IX Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

Cross Reference: 5250 Uniform Grievance Procedure
5500 Hiring Process and Criteria

Legal Reference: 29 U.S.C. §§ 621, et seq. Age Discrimination in Employment Act,
42 U.S.C. §§ 12111, et seq. Americans with Disabilities Act, Title I,
29 U.S.C. § 206(d) Equal Pay Act,
8 U.S.C. §§ 1324(a), et seq. Immigration Reform and Control Act,
29 U.S.C. §§ 791, et seq. Rehabilitation Act of 1973,
42 U.S.C. §§ 2000(e), et seq., 29 C.F.R., Part 1601Title VII of Civil Rights Act,
20 U.S.C. §§ 1681, et seq., 34 C.F.R., Part 106 Title IX of the Education Amendments,
I.C. § 67-5909 Acts Prohibited
29 CFR 1604.10 Pregnancy Discrimination Act - Employment Policies Relating to Pregnancy and Childbirth

Policy History:
Adopted on: October 10, 2011
Revised on: