NONDISCRIMINATION IN EMPLOYMENT

The district shall not unlawfully discriminate against or tolerate the harassment of employees or job applicants on the basis of their sex, race, color, religious creed, national origin, ancestry, age, marital status, pregnancy, physical or mental disability, medical condition, military service or lack thereof, or perceived sexual orientation.

Equal employment opportunity shall be provided to all employees and applicants. Physically or mentally disabled employees or applicants may request reasonable accommodation.

All employees are expected to carry out their responsibilities in a manner that is free from discriminatory statements or conduct. Employees who permit or engage in discrimination or harassment may be subject to disciplinary action up to and including dismissal.

The Superintendent or designee shall annually publicize this policy and the availability of grievance procedures throughout the district and the community.

Legal Reference:
    EDUCATION CODE
    44100   Legislative intent, affirmative action employment
    GOVERNMENT CODE
    11135   Unlawful discrimination
    12900-12996   Fair Employment and Housing Act
    LABOR CODE
    1102.1   Employment discrimination: sexual orientation
    UNITED STATES CODE, TITLE 20
    1683 et seq.   Civil Rights Restoration Act
    UNITED STATES CODE, TITLE 29
    621 et seq.   Age Discrimination in Employment Act
    791 et seq.   Vocational Rehabilitation Act of 1973, Sections 503 and 504
    UNITED STATES CODE, TITLE 38
    2011 et seq.   Vietnam Era Veterans' Act
    UNITED STATES CODE, TITLE 42
    12101 et seq.   Americans With Disabilities Act
    2000d & 2000e et seq. Title VI & Title VII, Civil Rights Act of 1964 as amended
    2000h-2 et seq. Title IX, 1972 Education Act Amendments
    CODE OF FEDERAL REGULATIONS, TITLE 28
    35.107   Designation of responsible employee and adoption of grievance procedures
    CODE OF FEDERAL REGULATIONS, TITLE 29
    1630.2(r)   Direct threat
    CODE OF FEDERAL REGULATIONS, TITLE 34
    106.9   Notifications

Policy Adopted:
    Joint Board: 12/10/96