

**CIVIL AND LEGAL RIGHTS**

The personal life of an employee is not an appropriate concern for attention of the Governing Board except as it may directly prevent the employee from properly performing his/her duties or responsibilities.

Employees shall be entitled to full rights of citizenship. The religious or political activities of any employee or the lack thereof shall not be grounds for any discipline or discrimination with respect to the professional employment of such employee, providing said activities do not violate Board Policy, administrative regulations or local, state or federal laws.

If contacted by an attorney or the representative of a law firm not employed by the District about any claim, complaint, lawsuit or other legal proceeding against the District, all employees have the right to:

1. speak to the attorney or representative without fear of punishment in retaliation for such communication.
2. Union representation.
3. contact their supervisor before answering questions or responding in any way.
4. refuse to speak to the attorney or representative.
5. notify the District that the attorney or representative has requested an interview.
6. consult with the employee's own attorney or an attorney employed by the District.
7. be represented at any interview either by the employee's own attorney or an attorney employed by the District.

Nondiscrimination

The conditions of employment in the district, including wages, hours, terms and benefits, shall be applied without regard to race, color, creed, sex, religion, ancestry, national origin, age or non-job-related handicap or disability. Employees shall observe all laws, policies and regulations prohibiting discrimination or harassment.

**CIVIL AND LEGAL RIGHTS (continued)**

Grievances

No employee, employee association representative, member of any employee organization or any other participant in a grievance procedure shall suffer reprisals in any way or suffer any professional disadvantage by reason of participation in the processing of any grievance.

Association Membership

No employee shall suffer any professional disadvantage by reason of the employee's membership or non-membership in an employee association or participation in its lawful activities.

Legal Reference:

EDUCATION CODE

- 200-262.3 Prohibition of discrimination on the basis of sex
- 7050-7057 Political activities of school officers and employees
- 44040 Unlawful to discriminate solely because of employees appearance before certain boards or committees
- 44801 Leave of Absence for employees elected to the Legislature

CODE OF REGULATIONS, TITLE 5

- 30-31 Affirmative action employment programs

GOVERNMENT CODE

- 3543.5 Interference with employee's rights prohibited
- 12940-12950 Discrimination prohibited; Unlawful practices

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 IV, 1972 Education Act Amendments

Policy Adopted:

HS BD: 11/20/85  
EL BD: 7/6/82

Policy Revised:

TUSD: 10/28/97