

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, gender identity and expression, 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.

In compliance with federal regulations, the District will notify annually all students and applicants of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator.

<p>Cross References:</p> <p>5250</p> <p>5100</p> <p>5500</p> <p>Legal References:</p> <p>8 U.S.C. §§ 1324(a), et seq.</p> <p>20 U.S.C. §§ 1681-82, et seq.</p> <p>29 U.S.C. § 206(d)</p> <p>29 U.S.C. §§ 621-34</p> <p>29 U.S.C. §§ 791, et seq.</p> <p>42 U.S.C. §§ 12101, et seq.</p> <p>42 U.S.C. §§ 2000(e), et seq.</p> <p>29 C.F.R. Part 1601</p> <p>29 CFR § 1604.10</p>	<p>Staff Grievances</p> <p>Hiring Process and Criteria</p> <p>Personnel Records</p> <p>Immigration Reform and Control Act</p> <p>Title IX of the Education Amendments of 1972</p> <p>Equal Pay Act of 1963 -Prohibition of Sex Discrimination</p> <p>Age Discrimination in Employment Act</p> <p>Rehabilitation Act of 1973</p> <p>Title I of the Americans with Disabilities Act of 1990</p> <p>Title VII of Civil Rights Act of 1964 (Equal Opportunity Employment)</p> <p>Implementing Title VII of Civil Rights Act</p> <p>Pregnancy Discrimination Act - Employment Policies Relating to</p>
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Pregnancy and Childbirth

34 C.F.R. Part 106

Nondiscrimination on the Basis of Sex in
Education Programs or Activities
Receiving Federal Financial Assistance
State Government and State Affairs -
Acts Prohibited

I.C. § 67-5909

U.S. Supreme Court Decision: Boystock v. Clayton County Georgia

Policy History:

Adopted on: October 10, 2011

Revised on: May 27, 2021

Reviewed on: