

**CLASSIFICATION: All Personnel****ADOPTED: 7/14/76****REVISED: 7/11/01****SUBJECT: Nondiscrimination in Employment****PAGE: 1 of 1**

The County Board of Education and the County Superintendent of Schools shall not unlawfully discriminate against employees or job applicants on the basis of sex, sexual orientation, race, color, religious creed, national origin, ancestry, age (40 and over), marital status, physical disability, mental disability, medical condition, veteran status, or any other factor not reasonably related to job performance. This includes a perception that a person has any of these characteristics or that a person is associated with someone who has, or is perceived to have, any of these characteristics.

Equal opportunity shall be provided to all employees and applicants for employment, promotion and transfer in all programs and activities managed or operated by the County Superintendent of Schools. The County Superintendent of Schools shall not unlawfully discriminate against qualified persons with disabilities who, with reasonable accommodation, can perform the essential functions of the job in question.

The County Superintendent of Schools or his/her designee shall publicize this policy annually.

**Administrative Regulation No.: 4003.1****Derivation: Former Board Policy No. 4360 Nondiscrimination Adopted 7/14/76, Amended 1/29/87 and 5/13/92. Amended, Renamed, and Renumbered 4002, 5/10/95. Amended (Date).**

**Legal Reference:** Civil Code 51  
Education Code 44100  
Government Code 11135, 12900 - 12996  
Labor Code 1102.1  
United States Code, Title 20 1683 et seq.  
United States Code, Title 29 621 et seq., 791 et seq., 503 and 504  
United States Code, Title 38 2011 et seq.  
United States Code, Title 42 12101 et seq., 2000d and 2000e et seq. and 2000h-2 et seq.  
Code of Federal Regulations, Title 28 35.107  
Code of Federal Regulations, Title 29 1630.2(r)  
Code of Federal Regulations, Title 34 106.9