

POST FALLS SCHOOL DISTRICT NO. 273

Series 200: Procedures of Operation

Policy No. 204.7

Policy Title: Equal Opportunity Employment

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It shall be the policy of the Post Falls School District to recruit, select and retain for employment the best qualified applicant for each employee position. The superintendent shall establish procedures for employment which meet this goal, and shall recommend to the Board the number and type of positions needed to implement the district's educational programs.

In the course of recruitment and employment of employees, the Board hereby adopts the following philosophy of Equal Opportunity Employment.

With respect to the employment policies, practices and procedures of the Post Falls School District, the Board of Trustees hereby commits itself to provide equal opportunity in employment procedures. The intent is to ensure equal treatment of employees in regard to recruitment, employment, training, promotion and other personal practices. Specifically prohibited by this policy is discrimination against employees or applicants on the basis of sex, age, national or ethnic origins, race, color, religion or non-job related disability.

Legal References:

8 U.S. C. §§ 1324(a), et seq. Immigration Reform and Control Act; 20 U.S.C. §§ 1681-82, et seq. Title IX of the Education Amendments of 1972; 29 U.S.C. § 206(d) Equal Pay Act of 1963 – Prohibition of Sex Discrimination; 29 U.S.C. §§ 621-34 Age Discrimination in Employment Act 29 U.S.C §§ 791, et seq. Rehabilitation Act of 1973; 42 U.S. C. §§12101, et seq. Title I of the Americans with Disabilities Act of 1990; 42 U.S.C. §§ 2000(e), et seq. Title VII of Civil Rights Act of 1964 (Equal Opportunity Employment); 29 C.F.R. Part 1601 Implementing Title VII of Civil Rights Act; 29 C.F.R. § 1604.10 Pregnancy Discrimination Act; 34 C.F.R. Part 106 Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance; I.C. § 67-5909 State Government and State Affairs – Acts Prohibited

Adopted: 9/12/94

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