

POST FALLS SCHOOL DISTRICT NO. 273

Series 400: Certified Personnel: Employment

Policy No. 402.1

Policy Title: Employment

Page 1 of 1

The superintendent shall recommend, and the Board of Trustees shall consider approval of, all individual employment contracts for certified personnel on the basis of qualifications.

Post Falls School District is an Equal Opportunity Employer and does not discriminate or deny any services on the basis of race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, pregnancy, 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 on the district.

Legal References:	8 U.S.C. §§ 132(a), <i>et seq.</i>	Immigration Reform and Control Act
	20 U.S.C. §§ 1681-82, <i>et seq.</i>	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, <i>et seq.</i>	Rehabilitation Act of 1973
	42 U.S.C. §§ 12101, <i>et seq.</i>	Title I of the Americans with Disabilities Act of 1990
	42 U.S.C. §§ 2000(e), <i>et seq.</i>	Title VII of Civil Rights Act of 1964
	29 C.F.R. Part 1601	Implementing Title VII of Civil Rights Act
	29 C.F.R. § 1604.10	Pregnancy Discrimination Act Employment Policies Relating to Pregnancy and Childbirth

Date of Adoption: 1/26/88

Amended: 1/9/06, 12/12/22

Reviewed: 2017, 2022