

**POST FALLS SCHOOL DISTRICT NO. 273**

Series 400: Certified Personnel

Policy No. 400

Policy Title: Statement of Guiding Principles

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The goal of the Board of Trustees of the Post Falls School District No. 273 is to provide an educational program of the highest possible standards. Success in attaining this goal is dependent in large measure upon the competency of the professional staff and of those who serve in supporting positions to the instructional program of the school.

It shall be the policy of the Board of Trustees to recruit and retain the highest caliber of certified personnel possible.

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

Applicable Procedural Regulations: 400a, 400b

Date of Adoption: 1/26/88

Amended: 4/14/97, 12/12/22

Reviewed 2017, 2022