

**Policy 4030: Nondiscrimination In Employment**

**Status:** ADOPTED

**Original Adopted Date:** 04/16/2019 | **Last Revised Date:** 05/03/2022 | **Last Reviewed Date:** 05/03/2022

The Governing Board is determined to provide a safe, positive environment where all district employees are assured of full and equal employment access and opportunities, protection from harassment and intimidation, and freedom from any fear of reprisal or retribution for asserting their employment rights in accordance with law. For purposes of this policy, employees include job applicants, interns, volunteers, and persons who contracted with the district to provide services, as applicable.

No district employee shall be discriminated against or harassed by any coworker, supervisor, manager, or other person with whom the employee comes in contact in the course of employment, on the basis of the employee's actual or perceived race, color, ancestry, national origin, age, religious creed, marital status, pregnancy, physical or mental disability, medical condition, genetic information, veteran or military status, sex, sexual orientation, gender, gender identity, gender expression, or association with a person or group with one or more of these actual or perceived characteristics.

The district shall not inquire into any employee's immigration status nor discriminate against an employee on the basis of immigration status, unless there is clear and convincing evidence that the district is required to do so in order to comply with federal immigration law. (2 CCR 11028)

Discrimination in employment based on the characteristics listed above is prohibited in all areas of employment and in all employment-related practices, including the following:

1. Hiring, compensation, terms, conditions, and other privileges of employment
2. Taking of adverse employment actions such as termination or denial of employment, promotion, job assignment, or training
3. Unwelcome conduct, whether verbal, physical, or visual, that is so severe or pervasive as to adversely affect an employee's employment opportunities or that has the purpose or effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile, or offensive work environment
4. Actions and practices identified as unlawful or discriminatory pursuant to Government Code 12940 or 2 CCR 11006-11086, such as:
  - a. Sex discrimination based on an employee's pregnancy, childbirth, breastfeeding, or any related medical condition or on an employee's gender, gender expression, or gender identity, including transgender status
  - b. Religious creed discrimination based on an employee's religious belief or observance, including religious dress or grooming practices, or based on the district's failure or refusal to use reasonable means to accommodate an employee's religious belief, observance, or practice which conflicts with an employment requirement
  - c. Requiring medical or psychological examination of a job applicant or making an inquiry into whether a job applicant has a mental or physical disability or a medical condition or as to the severity of any such disability or condition, without the showing of a job-related need or business necessity
  - d. Failure to make reasonable accommodation for the known physical or mental disability of an employee or to engage in a timely, good faith, interactive process with an employee who has requested such accommodations in order to determine the effective reasonable accommodations, if any, to be provided to the employee

The Board also prohibits retaliation against any district employee who opposes any discriminatory employment practice by the district or its employees, agents, or representatives or who complains, reports an incident, testifies, assists, or in any way participates in the district's complaint process pursuant to this policy. No employee who

requests an accommodation for any protected characteristic listed in this policy shall be subjected to any punishment or sanction, regardless of whether the request was granted. (Government Code 12940; 2 CCR 11028)

No employee shall, in exchange for a raise or bonus or as a condition of employment or continued employment, be required to sign a release of the employee's claim or right to file a claim against the district or a nondisparagement agreement or other document that has the purpose or effect of preventing the employee from disclosing information about harassment, discrimination, or other unlawful acts in the workplace, including any conduct that the employee has reasonable cause to believe is unlawful. (Government Code 12964.5)

Complaints concerning employment discrimination, harassment, or retaliation shall immediately be investigated in accordance with procedures specified in the accompanying administrative regulation.

Any supervisory or management employee who observes or has knowledge of an incident of prohibited discrimination or harassment, including harassment of an employee by a nonemployee, shall report the incident to the Superintendent or designated district coordinator as soon as practical after the incident. All other employees are encouraged to report such incidents to their supervisor immediately.

The Superintendent or designee shall use all appropriate means to reinforce the district's nondiscrimination policy, including providing training and information to employees about how to recognize harassment, discrimination, or other prohibited conduct, how to respond appropriately, and components of the district's policies and regulations regarding discrimination. The Superintendent or designee shall regularly review the district's employment practices and, as necessary, shall take action to ensure district compliance with the nondiscrimination laws.

Any district employee who engages in prohibited discrimination, harassment, or retaliation or who aids, abets, incites, compels, or coerces another to engage or attempt to engage in such behavior in violation of this policy shall be subject to disciplinary action, up to and including dismissal.

The district shall maintain and preserve all applications, personnel, membership, or employment referral records and files for at least four years after the records are initially created or received or, for an applicant or a terminated employee, for four years after the date the employment action was taken. However, when the district is notified that a complaint has been filed with the California Department of Fair Employment and Housing, records related to the employee involved shall be maintained and preserved until the later of the first date after the time for filing a civil action has expired or the first date after the complaint has been fully and finally disposed of and all administrative proceedings, civil actions, appeals, or related proceedings have been terminated. (Government Code 12946)

---

## Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
2 CCR 11006-11086	Discrimination in employment( <a href="https://simbli.eboardsolutions.com/SU/jUNOUneBGplusu4fVMYTIWMKA==">https://simbli.eboardsolutions.com/SU/jUNOUneBGplusu4fVMYTIWMKA==</a> )
2 CCR 11023	Harassment and discrimination prevention and correction( <a href="https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbsh34hY5zslsh5Q==">https://simbli.eboardsolutions.com/SU/haAgKnrQhVJbsh34hY5zslsh5Q==</a> )
2 CCR 11024	Required training and education on harassment based on sex, gender identity and expression, and sexual orientation( <a href="https://simbli.eboardsolutions.com/SU/WdshVrKs4pluscfHplushNGLhCeQw==">https://simbli.eboardsolutions.com/SU/WdshVrKs4pluscfHplushNGLhCeQw==</a> )
2 CCR 11027-11028	National origin and ancestry discrimination( <a href="https://simbli.eboardsolutions.com/SU/SYk7u9LttH4epGWfUlfjdg==">https://simbli.eboardsolutions.com/SU/SYk7u9LttH4epGWfUlfjdg==</a> )
5 CCR 4900-4965	Nondiscrimination in elementary and secondary education programs
Civ. Code 51.7	Freedom from violence or intimidation( <a href="https://simbli.eboardsolutions.com/SU/biK5w5xHjaslshApluscWXhrJ7ZQ==">https://simbli.eboardsolutions.com/SU/biK5w5xHjaslshApluscWXhrJ7ZQ==</a> )
Ed. Code 200-262.4	Educational equity; prohibition of discrimination on the basis of sex( <a href="https://simbli.eboardsolutions.com/SU/ytTLslshoozWG">https://simbli.eboardsolutions.com/SU/ytTLslshoozWG</a> )

Gov. Code 11135	<a href="#">UAbNL6kKkgxQ==</a>
Gov. Code 11138	Unlawful discrimination
Gov. Code 12900-12996	Rules and regulations
Gov. Code 12940-12952	Fair Employment and Housing Act
Gov. Code 12960-12976	Unlawful employment practices
Pen. Code 422.56	Unlawful employment practices; complaints
<b>Federal</b>	<b>Description</b>
20 USC 1681-1688	Title IX of the Education Amendments of 1972
28 CFR 35.101-35.190	Americans with Disabilities Act
29 USC 621-634	Age Discrimination in Employment Act
29 USC 794	Rehabilitation Act of 1973, Section 504
34 CFR 100.6	Compliance information
34 CFR 104.7	Designation of responsible employee for Section 504
34 CFR 104.8	Notice
34 CFR 106.8	Designation of responsible employee and adoption of grievance procedures
34 CFR 106.9	Dissemination of policy
34 CFR 110.1-110.39	Nondiscrimination on the basis of age
42 USC 12101-12213	Americans with Disabilities Act
42 USC 2000d-2000d-7	Title VI, Civil Rights Act of 1964, as amended
42 USC 2000e-2000e-17	Title VII, Civil Rights Act of 1964, as amended
42 USC 2000ff-2000ff-11	Genetic Information Nondiscrimination Act of 2008
42 USC 2000h-2-2000h-6	Title IX of the Civil Rights Act of 1964
42 USC 6101-6107	Age discrimination in federally assisted programs
<b>Management Resources</b>	<b>Description</b>
CA Dept of Fair Employment and Housing Publication	Transgender Rights in the Workplace
CA Dept of Fair Employment and Housing Publication	California Law Prohibits Workplace Discrimination and Harassment
CA Dept of Fair Employment and Housing Publication	Workplace Harassment Guide for California Employers
CA Dept of Fair Employment and Housing Publication	Your Rights and Obligations as a Pregnant Employee
Court Decision	Shephard v. Loyola Marymount, (2002) 102 Cal.Appl 4th 837
Court Decision	Thomson v. North American Stainless LP, (2011) 131 S.Ct. 863
U.S. DOE Office for Civil Rights Publication	Notice of Non-Discrimination, August 2010
U.S. Equal Employment Opportunity Comm Publication	Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 1999
U.S. Equal Employment Opportunity Comm Publication	EEOC Compliance Manual
Website	California Department of Fair Employment and Housing( <a href="https://simbli.eboardsolutions.com/SU/RRvNseNo gmlnMLyl8K4Qjw==">https://simbli.eboardsolutions.com/SU/RRvNseNo gmlnMLyl8K4Qjw==</a> )
Website	U.S. Department of Education, Office for Civil Rights( <a href="https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==">https://simbli.eboardsolutions.com/SU/HrN4mDOsAx53TBZ2HPwBvQ==</a> )
Website	U.S. Equal Employment Opportunity Commission( <a href="https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==">https://simbli.eboardsolutions.com/SU/vWZpgy5hWTz73t9BVEDPpA==</a> )
<b>Cross References</b>	<b>Description</b>
<b>Code</b>	Nondiscrimination In District Programs And Activities( <a href="https://simbli.eboardsolutions.com/SU/ZCslshsQyeUQjtU04zFuUjn0A==">https://simbli.eboardsolutions.com/SU/ZCslshsQyeUQjtU04zFuUjn0A==</a> )
0410	COVID-19 Mitigation Plan( <a href="https://simbli.eboardsolutions.com/SU/FpTD2j2n9soly4BAVNtMJQ==">https://simbli.eboardsolutions.com/SU/FpTD2j2n9soly4BAVNtMJQ==</a> )
0470	

1113 District And School Web  
Sites(<https://simbli.eboardsolutions.com/SU/tiiKB5AfMDYpDj8M4W4jwQ==>)

1113 District And School Web  
Sites(<https://simbli.eboardsolutions.com/SU/ZL3zWrYvEslsh4PsQy14jxGyQ==>)

1113-E(1) District And School Web  
Sites(<https://simbli.eboardsolutions.com/SU/D5Dart6jFHpXwz74KE8YwQ==>)

1114 District-Sponsored Social  
Media(<https://simbli.eboardsolutions.com/SU/cz0aVHg7kTPOGF9XdA1b0A==>)

1114 District-Sponsored Social  
Media(<https://simbli.eboardsolutions.com/SU/wNW9yDsn1Oexq2oqh4Jnfw==>)

1240 Volunteer  
Assistance(<https://simbli.eboardsolutions.com/SU/I0plusjL37xOn3urH8swnxKmg==>)

1240 Volunteer  
Assistance(<https://simbli.eboardsolutions.com/SU/cdt3fdn6VaelC4abAUxqw==>)

1312.1 Complaints Concerning District  
Employees(<https://simbli.eboardsolutions.com/SU/slshWYiiipXCplusF4dplusvZwaUo1w==>)

1312.1 Complaints Concerning District  
Employees(<https://simbli.eboardsolutions.com/SU/slshPbiWK0vfJqmcXctmE09Ug==>)

1312.3 Uniform Complaint  
Procedures(<https://simbli.eboardsolutions.com/SU/TyDieS2YDvBEUQRUX3gicw==>)

1312.3 Uniform Complaint  
Procedures(<https://simbli.eboardsolutions.com/SU/SqEBM1ATeltyTbshUvwIH1A==>)

1312.3-E(1) Uniform Complaint  
Procedures(<https://simbli.eboardsolutions.com/SU/m3Czplus7FtmkGznHdfhvZs4Q==>)

1312.3-E(2) Uniform Complaint  
Procedures(<https://simbli.eboardsolutions.com/SU/Si9Ayaj7YB7DTeZZoWQslshxg==>)

3312 Contracts(<https://simbli.eboardsolutions.com/SU/DqwuwxXCXw9CN62qZKnyg==>)

3530 Risk  
Management/Insurance(<https://simbli.eboardsolutions.com/SU/02vSmBfq4dtrjtwslshy6slshgQ==>)

3530 Risk  
Management/Insurance(<https://simbli.eboardsolutions.com/SU/DACada6uLadyYOHplusc3ibw==>)

3580 District  
Records(<https://simbli.eboardsolutions.com/SU/tiZyOh2U34W75RhfvAplustcQ==>)

3580 District  
Records(<https://simbli.eboardsolutions.com/SU/mx2pATGNnig5phTfh7Z0Vw==>)

3600 Consultants(<https://simbli.eboardsolutions.com/SU/G9nJhgB0z7ZbNnYaHDb2dg==>)

4000 Concepts And  
Roles(<https://simbli.eboardsolutions.com/SU/DAPlussKWQPvklmBEIQ9CtTQ==>)

4032 Reasonable  
Accommodation(<https://simbli.eboardsolutions.com/SU/fSRkaq0UlxFknplusghzFXpg==>)

4033 Lactation

4111 Accommodation(<https://simbli.eboardsolutions.com/SU/U1GJVR7yIWwCwPvfMB5BdA==>)  
Recruitment And  
Selection(<https://simbli.eboardsolutions.com/SU/JbuL6dccaLXar8iVnvUxrA==>)

4111.2 Legal Status  
Requirement(<https://simbli.eboardsolutions.com/SU/Rw3DGarNo4FdLFWOgOQYcw==>)

4111.2 Legal Status  
Requirement(<https://simbli.eboardsolutions.com/SU/2fNHGL2BqiPkm8EJqhwwsA==>)

4112.4 Health  
Examinations(<https://simbli.eboardsolutions.com/SU/VplusRbCQ85nzHXUb4udGtuslshA==>)

4112.41 Employee Drug  
Testing(<https://simbli.eboardsolutions.com/SU/HMW782bCwfXe1o3nDK5slshQw==>)

4112.41 Employee Drug  
Testing(<https://simbli.eboardsolutions.com/SU/qvfelusyuZDIGQaslshhDdpwA==>)

4112.6 Personnel  
Files(<https://simbli.eboardsolutions.com/SU/M40LAY0oKu53G6slshkNResRw==>)

4112.8 Employment Of  
Relatives(<https://simbli.eboardsolutions.com/SU/fvKGFyttlsh9WvWzKzmDE07g==>)

4112.9 Employee  
Notifications(<https://simbli.eboardsolutions.com/SU/I88wrhDpxLg5jDBfvR62BA==>)

4112.9-E(1) Employee  
Notifications(<https://simbli.eboardsolutions.com/SU/m6xBbweAaslshVdzzK1UT33kA==>)

4113.5 Working  
Remotely(<https://simbli.eboardsolutions.com/SU/y8QNCTXK0UEqIqd7ZFPXog==>)

4114 Transfers(<https://simbli.eboardsolutions.com/SU/ponAtvrqEqj9UaLslshslsheVg0g==>)

4118 Dismissal/Suspension/Disciplinary  
Action(<https://simbli.eboardsolutions.com/SU/Ro3LwnE25F53slshYztSiquFA==>)

4118 Dismissal/Suspension/Disciplinary  
Action(<https://simbli.eboardsolutions.com/SU/NtOrUlotlfyCi8dg3XGslsh0g==>)

4119.1 Civil And Legal  
Rights(<https://simbli.eboardsolutions.com/SU/ELZWUkbDoG27Tslsh1plustNmsRA==>)

4119.11 Sexual  
Harassment(<https://simbli.eboardsolutions.com/SU/slshSlwELBe3gDQv9rgKplusOfhA==>)

4119.11 Sexual  
Harassment(<https://simbli.eboardsolutions.com/SU/V7N3pt4plusxm6KhDbzR2JcwA==>)

4119.22 Dress And  
Grooming(<https://simbli.eboardsolutions.com/SU/170gEgGHuJcMkPYI5RWk3g==>)

4119.23 Unauthorized Release Of Confidential/Privileged  
Information(<https://simbli.eboardsolutions.com/SU/5X9VtPBbvUX8HKgemc87FQ==>)

4119.41 Employees With Infectious  
Disease(<https://simbli.eboardsolutions.com/SU/yxCPZNXm8lrr9bx7q26V5w==>)

4131 Staff  
Development([https://simbli.eboardsolutions.com/SU/1U0p  
tcqaugWY1VNMsh9rRO==](https://simbli.eboardsolutions.com/SU/1U0p<br/>tcqaugWY1VNMsh9rRO==))

4144 Complaints([https://simbli.eboardsolutions.com/SU/P0KxOu  
6IAZNFHGis44mplusyQ==](https://simbli.eboardsolutions.com/SU/P0KxOu<br/>6IAZNFHGis44mplusyQ==))

4144 Complaints([https://simbli.eboardsolutions.com/SU/naNSZJ  
sxJYsAoSCgb1qNNQ==](https://simbli.eboardsolutions.com/SU/naNSZJ<br/>sxJYsAoSCgb1qNNQ==))

4151 Employee  
Compensation([https://simbli.eboardsolutions.com/SU/vslsh  
STFJTJt4m5Gm2B7Ru9iQ==](https://simbli.eboardsolutions.com/SU/vslsh<br/>STFJTJt4m5Gm2B7Ru9iQ==))

4154 Health And Welfare  
Benefits([https://simbli.eboardsolutions.com/SU/1Cmofor0  
KYCfPNJAyslshwjDA==](https://simbli.eboardsolutions.com/SU/1Cmofor0<br/>KYCfPNJAyslshwjDA==))

4154 Health And Welfare  
Benefits([https://simbli.eboardsolutions.com/SU/P6bZrO7lp  
HOznFGbdIDosQ==](https://simbli.eboardsolutions.com/SU/P6bZrO7lp<br/>HOznFGbdIDosQ==))

4161.5 Military  
Leave([https://simbli.eboardsolutions.com/SU/xplusSUXTTn  
a7plushJWs5wCjamQ==](https://simbli.eboardsolutions.com/SU/xplusSUXTTn<br/>a7plushJWs5wCjamQ==))

4161.8 Family Care And Medical  
Leave([https://simbli.eboardsolutions.com/SU/pluseVR44pl  
us08i9gUW3JFK1Cmw==](https://simbli.eboardsolutions.com/SU/pluseVR44pl<br/>us08i9gUW3JFK1Cmw==))

4211 Recruitment And  
Selection([https://simbli.eboardsolutions.com/SU/eoK0rv8xj  
tdmshQrtjbf4A==](https://simbli.eboardsolutions.com/SU/eoK0rv8xj<br/>tdmshQrtjbf4A==))

4211.2 Legal Status  
Requirement([https://simbli.eboardsolutions.com/SU/R7tGA  
F5H4H1ZR XKplusltaMPA==](https://simbli.eboardsolutions.com/SU/R7tGA<br/>F5H4H1ZR XKplusltaMPA==))

4211.2 Legal Status  
Requirement([https://simbli.eboardsolutions.com/SU/rvuAC  
KUZZ8zAqvyR3gl5XQ==](https://simbli.eboardsolutions.com/SU/rvuAC<br/>KUZZ8zAqvyR3gl5XQ==))

4212.4 Health  
Examinations([https://simbli.eboardsolutions.com/SU/o9ATJ  
mtwRCGgmBHQ3Hm9gg==](https://simbli.eboardsolutions.com/SU/o9ATJ<br/>mtwRCGgmBHQ3Hm9gg==))

4212.41 Employee Drug  
Testing([https://simbli.eboardsolutions.com/SU/gncF5ls45d  
7sOsQplussEZBEg==](https://simbli.eboardsolutions.com/SU/gncF5ls45d<br/>7sOsQplussEZBEg==))

4212.41 Employee Drug  
Testing([https://simbli.eboardsolutions.com/SU/h2wcl3hza  
mTKUeAl5R65sg==](https://simbli.eboardsolutions.com/SU/h2wcl3hza<br/>mTKUeAl5R65sg==))

4212.6 Personnel  
Files([https://simbli.eboardsolutions.com/SU/yajYPdfycolhK  
wAGbiwDcA==](https://simbli.eboardsolutions.com/SU/yajYPdfycolhK<br/>wAGbiwDcA==))

4212.8 Employment Of  
Relatives([https://simbli.eboardsolutions.com/SU/591zjxxcb  
JPTznODedX3Fw==](https://simbli.eboardsolutions.com/SU/591zjxxcb<br/>JPTznODedX3Fw==))

4212.9 Employee  
Notifications([https://simbli.eboardsolutions.com/SU/wNkcq  
riKU8zHDZpluskuzZMuA==](https://simbli.eboardsolutions.com/SU/wNkcq<br/>riKU8zHDZpluskuzZMuA==))

4212.9-E(1) Employee  
Notifications([https://simbli.eboardsolutions.com/SU/VKEb7  
0SQzSbSplusiZshunh0A==](https://simbli.eboardsolutions.com/SU/VKEb7<br/>0SQzSbSplusiZshunh0A==))

4213.5 Working  
Remotely([https://simbli.eboardsolutions.com/SU/IXCmYz2  
BIPsFgLxaiCxsKw==](https://simbli.eboardsolutions.com/SU/IXCmYz2<br/>BIPsFgLxaiCxsKw==))

4218 Dismissal/Suspension/Disciplinary  
Action([https://simbli.eboardsolutions.com/SU/gRJwAH2YN  
ZCjoslshGOEQYLw==](https://simbli.eboardsolutions.com/SU/gRJwAH2YN<br/>ZCjoslshGOEQYLw==))

4218 Dismissal/Suspension/Disciplinary  
Action([https://simbli.eboardsolutions.com/SU/vU0QgFWP  
9PpIDCWdueXG2Q==](https://simbli.eboardsolutions.com/SU/vU0QgFWP<br/>9PpIDCWdueXG2Q==))

4218.1 Dismissal/Suspension/Disciplinary Action (Merit System)  
(<https://simbli.eboardsolutions.com/SU/T6F1D1YapOA3Fe8af7i9vQ==>)

4219.1 Civil And Legal Rights(<https://simbli.eboardsolutions.com/SU/CRGTslsh8OnoslK5cwjgv5Qdg==>)

4219.11 Sexual Harassment(<https://simbli.eboardsolutions.com/SU/3UniJX9NN88oXA8NsQZHvw==>)

4219.11 Sexual Harassment(<https://simbli.eboardsolutions.com/SU/qmvVB yZCV4bXRfok3oplusdDQ==>)

4219.22 Dress And Grooming(<https://simbli.eboardsolutions.com/SU/nBWYbR FNSIDUlpitzAY86Q==>)

4219.23 Unauthorized Release Of Confidential/Privileged Information(<https://simbli.eboardsolutions.com/SU/ahcuxJ KLYi2a73taauKslsh1g==>)

4219.41 Employees With Infectious Disease(<https://simbli.eboardsolutions.com/SU/kslsh2w4t1 F8zTz3KlxvVnFDA==>)

4231 Staff Development(<https://simbli.eboardsolutions.com/SU/2NKf wcNusrdjnY7VMnle3A==>)

4244 Complaints(<https://simbli.eboardsolutions.com/SU/x0658w A9L1h2qkQLdTzMYQ==>)

4244 Complaints(<https://simbli.eboardsolutions.com/SU/HDRAV Y9ispfc1oqPZsljBw==>)

4251 Employee Compensation(<https://simbli.eboardsolutions.com/SU/dMw s0pNtF49xEKmslshTpDMuQ==>)

4254 Health And Welfare Benefits(<https://simbli.eboardsolutions.com/SU/Wr4iEgXK Tloplusm3iOoUjBhQ==>)

4254 Health And Welfare Benefits(<https://simbli.eboardsolutions.com/SU/Jxorslshexe 1GplusoplusvzXtjplusGkQ==>)

4261.5 Military Leave(<https://simbli.eboardsolutions.com/SU/vflh6RwxS6h u0oMcEWipluslQ==>)

4261.8 Family Care And Medical Leave(<https://simbli.eboardsolutions.com/SU/zzRtYKgkL1t BXWToZaEUw==>)

4311 Recruitment And Selection(<https://simbli.eboardsolutions.com/SU/tC2i5Q24 ma2aslshHKqSaVTog==>)

4311.2 Legal Status Requirement(<https://simbli.eboardsolutions.com/SU/Sue7U frf1unzCUP06W9IkQ==>)

4311.2 Legal Status Requirement(<https://simbli.eboardsolutions.com/SU/q8BSf 8fiQVQR3kK5BOeS8g==>)

4312.4 Health Examinations(<https://simbli.eboardsolutions.com/SU/H9Gyi B9n76YAjh7pUlaX6A==>)

4312.41 Employee Drug Testing(<https://simbli.eboardsolutions.com/SU/pelXH9Bp4 YZt6StJzjFO7w==>)

4312.41 Employee Drug Testing(<https://simbli.eboardsolutions.com/SU/MslshhrBZz NMfUhWiNDsPTudg==>)

4312.6 Personnel  
Files(<https://simbli.eboardsolutions.com/SU/J0MzuMo92wl2nir9ngv7vw==>)

4312.8 Employment Of  
Relatives(<https://simbli.eboardsolutions.com/SU/zHZ9m53wN3xAOaAx8vS1Sg==>)

4312.9 Employee  
Notifications(<https://simbli.eboardsolutions.com/SU/k38J1bQYp5p2kv5Y1AbtVg==>)

4312.9-E(1) Employee  
Notifications(<https://simbli.eboardsolutions.com/SU/bTVjh5plusYsRslsh9QpArSBjn9A==>)

4313.5 Working  
Remotely(<https://simbli.eboardsolutions.com/SU/TSfTTkGx9tP7IWA7zsMR0g==>)

4319.1 Civil And Legal  
Rights(<https://simbli.eboardsolutions.com/SU/KVVQorslshMXV7r8bsNAslshLHmw==>)

4319.11 Sexual  
Harassment(<https://simbli.eboardsolutions.com/SU/mi3frmsSzckcqJYg2ijM1g==>)

4319.11 Sexual  
Harassment(<https://simbli.eboardsolutions.com/SU/egkPG8STFYGWLtZOYer1eA==>)

4319.22 Dress And  
Grooming(<https://simbli.eboardsolutions.com/SU/1B5P0wSDZH3uu3JPVg6A4A==>)

4319.23 Unauthorized Release Of Confidential/Privileged  
Information(<https://simbli.eboardsolutions.com/SU/FmSui1YNtZ5slshaoHperqN3g==>)

4319.41 Employees With Infectious  
Disease(<https://simbli.eboardsolutions.com/SU/MeiBslshyzYXr6az7C7cRkvGQ==>)

4331 Staff  
Development(<https://simbli.eboardsolutions.com/SU/2DzaKVWFWggWZZZGWyC2Mg==>)

4344 Complaints(<https://simbli.eboardsolutions.com/SU/FWmTplusWoqZ9RAgeNplusvJsA3g==>)

4344 Complaints(<https://simbli.eboardsolutions.com/SU/dVJjk9lTRtbCBtZozTDnag==>)

4351 Employee  
Compensation(<https://simbli.eboardsolutions.com/SU/HUifMNIQAZkWYS7IBa0JeA==>)

4354 Health And Welfare  
Benefits(<https://simbli.eboardsolutions.com/SU/plus7v9UkqfLD0kXtcLZslshAL2w==>)

4354 Health And Welfare  
Benefits(<https://simbli.eboardsolutions.com/SU/T89W9Ejgrc2mXCEF4EVpCQ==>)

4361.5 Military  
Leave(<https://simbli.eboardsolutions.com/SU/pVtuu860XT73GtEaPpzXdQ==>)

4361.8 Family Care And Medical  
Leave(<https://simbli.eboardsolutions.com/SU/ZalsP2S6wGcjjamUMNwqw==>)

9000 Role Of The  
Board(<https://simbli.eboardsolutions.com/SU/QFqplus0PXxgCAfOhwNmH9Y3w==>)

9321-E(1) Closed  
Session(<https://simbli.eboardsolutions.com/SU/gDbI4mPzLvPdRfYdzRfLbA==>)



9321-E(2)

Closed

Session(<https://simbli.eboardsolutions.com/SU/OfLLA8RnW7Q9S5mslshplusOztpQ==>)

9321

Closed

Session(<https://simbli.eboardsolutions.com/SU/MFD8gQ28ECms7s6Sceapmg==>)

Policy

adopted: May 3, 2022

March 2022

CSBA POLICY MANUAL UPDATE

---