

EQUAL OPPORTUNITY EMPLOYMENT

It is the policy of the board that no person in the school system shall, on the basis of race, color, creed, religion, sex, age, national origin, or disability, be denied the benefits of or be subject to discrimination in any educational program or activity, which includes employment, retention, promotion, transfer or dismissal.

The superintendent shall designate a member of the staff to investigate complaints which may be brought against the school system in regard to any alleged discriminatory action. The name, address, and telephone number of such designee shall be publicized. The publicized notice shall include a statement that the superintendent may designate one alternative staff member to investigate complaints if the first designated staff member is such deemed unacceptable by the complaining party. Grievance procedures shall be applicable and shall be consistent with the procedure filed GAE under this cover.

Any complaint by an employee of alleged discriminatory practices related to noncompliance with Title IX, ADA, or Section 504 requirements should be registered with the school system's Reporting Officer whose identity and position will be publicized.

See Policy GAE for applicable Grievance Procedures.

SOURCE: Athens City Board of Education, Athens, AL

ADOPTED: August 15, 1994; REVISED: June 5, 2008

LEGAL REF: 42 U.S.C. §2000e; U.S. Const. am. XIV, §1; Civil Rights Act of 1964 and (amendments thereto); 20 U.S.C. §1681, et. seq.; 29 U.S.C. §794; 29 U.S.C. §621, et. seq., Section 504 of the Rehabilitation Act of 1973; 29 U.S.C. §701, et. seq.; Singleton Jackson Municipal Separate School District, 419 F.2d 1211 (5th Cir. 1969), rev'd on other grounds, 396 U.S. 290 (1970); 42 U.S. C. §1983; Title IX of the Education Amendments of 1972; 29 U.S.C. §630; 29 U.S.C. §206; Ala. Code § 25-1-20, et seq.