

PERSONNEL

Recruitment and Selection: Non-Discrimination

The district will provide equal employment opportunity and treatment for all applicants and staff in the recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity will be provided without discrimination with respect to , race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability.

The board will designate a staff member to serve as the compliance officer.

Legal Reference:	RCW 28A.400.310	Law against discrimination applicable to district's employment practices
	RCW 28A.640.020	Regulations, guidelines to eliminate discrimination — Scope
	RCW 28A.642	Discrimination prohibition
	RCW 49.60	Discrimination—Human Rights Commission
	RCW 49.60.030	Freedom from discrimination—Declaration of civil rights
	RCW 49.60.180	Unfair practices of employer defined
	RCW 49.60.400	Discrimination, preferential treatment prohibited
	Chapter 73.16 RCW	Employment and Re-employment
	WAC 392-190	Equal Education Opportunity – Unlawful Discrimination Prohibited
	WAC 392-190-0592	Public school employment — Affirmative action program
	42 USC 2000e1–2000e10	Title VII of the Civil Rights Act of 1964
	20 USC § 1681 - 1688	Title IX Educational Amendments of 1972
	42 USC 12101 – 12213	Americans with Disabilities Act
	8 USC 1324	(IRCA) Immigration Reform and Control Act of 1986
	38 USC §§ 4301-4333	Uniformed Services Employment and Reemployment Rights Act
	29 USC 794	Vocational Rehabilitation Act of 1973
	34 CFR § 104	Nondiscrimination on the basis of handicap in Programs or activities receiving federal financial assistance
	38 USC §4212	Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA)

Adopted: June 10, 1992
 Amended: December 2010
 Amended: March 12, 2014
 Revised: July 16, 2014