

# **CAMBRIAN SCHOOL DISTRICT**

## **Board Policy**

**Policy 4030**

Adopted: March 26, 2002

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## **PERSONNEL**

### **Non-Discrimination**

The District recognizes the responsibility it has to promote equal opportunity in the workplace.

The Board agrees that it is educationally important for all students and staff to learn from, develop positive experience with, and observe in responsible roles, persons of both sexes and of diverse cultures, ages, and religions, and persons with physical handicaps.

The District has a duty as a provider of services to its students to guarantee equal access to educational opportunities and to provide positive experiences which would facilitate individual growth and self-sufficiency as productive members of society.

The District operating as an employer has as its policy responsibility to provide equal opportunity in employment and in all the terms and conditions of said employment and to prohibit discrimination on the basis of race, creed, color, gender, sexual orientation, national origin, ancestry, physical handicap, age, marital status, political belief, or teacher advocacy, or any other factors unrelated to the particular job duties, except when there exists a bona fide occupational qualification (certified by the California Fair Employment Practices Commission) or when otherwise restricted by law.

In view of these responsibilities the District maintains a fundamental policy to provide equal opportunity in employment, education, and contracts regardless of race, creed, color, religion, gender, sexual orientation, national origin, ancestry, physical handicap, marital status, political belief or teacher advocacy, or age, unless otherwise restricted by law.

It is the policy of the Board not to discriminate on the basis of gender in the District's educational programs or activities that it operates. This policy also extends to and includes the regulations and requirements associated with Title IX of the Education Amendments of 1972, which prohibits gender discrimination.

Further, in compliance with Title IX regulations, students and employees may file a complaint alleging action by the school or district is in violation of Title IX or the implementing regulations.