

Descriptor Term: EQUAL OPPORTUNITY EMPLOYMENT

Descriptor Code: GAAA

Rescinds: GAAA

Board Approved: 6/26/2006

Previously Approved: 11/02/1998

The Board of Trustees will not discriminate against any employee or applicant for employment because of race, religion, color, sex, national origin, age or handicapping condition.

The Board will act to assure that applicants are employed, trained, compensated, transferred, and promoted in accord with policies and established programs and practices of the Gulfport School District and without regard for their race, religion, color, sex, national origin, age, or handicapping condition.

Information indicating religion, creed, race, color, national origin, or handicapping condition of the individual will not be required of applicants seeking employment in the District. Applicants will not be required to provide information regarding their marital status, including whether the courtesy title of a female applicant should be "Miss" or "Mrs.". Inquiry as to the sex of applicants will be made equally to all applicants, but such information will not be used for excluding any person from appropriate employment considerations and decisions. Age will be considered only with respect to minimums set by law and retirement as specified by state laws or policies of the Board.

The provisions of this policy will not prevent or prohibit the District from cooperating with the Federal Office of Civil Rights and other state and federal agencies in receiving, maintaining and reporting information on race, national origin, sex and age of district employees.

The Superintendent will designate the Assistant Superintendent as the staff member to administer the District's efforts to comply with federal Title IX and Title VII regulations.

Legal References: Title VI of the Civil Rights Act of 1962, Title XI of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Americans With Disabilities Act.