

EQUAL OPPORTUNITY EMPLOYMENT

The Jefferson Parish School Board declares as policy that all applicants for admission and employment, students, parents, or legal guardians of students, or employees, unions or professional organizations holding collective bargaining or professional agreement with the School Board, sources of referral of applicants and employment, and any and all entities having business with the school district are hereby notified that the School Board does not discriminate on the basis of race, color, national origin, natural, protective, or cultural hairstyle, sex, age, disability, marital status, sexual orientation, religion or veteran status in admission or access to, or treatment or employment in, its programs and activities, including any notices required by Title IX of the Education Amendments of 1972 or Part 106 of Title 34 of the United States Code of Federal Regulations. The School Board pledges to protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The School Board shall also provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship. In addition, no person who is infected with or suspected of being infected with Human Immunodeficiency Virus (HIV) or similar diseases shall be denied benefits or otherwise excluded from education or employment unless otherwise unqualified.

The Superintendent and/or his/her designee shall investigate any and all complaints that may be brought against the School Board or any individual school in the school district in regard to any alleged discriminatory action for appropriate treatment by the Superintendent and/or the School Board.

All employees shall be responsible for complying with this policy. Inquiries, concerns, or complaints related to any form of harassment or discrimination should be immediately reported to the immediate supervisor who, in turn, shall report the incident to the Superintendent and/or his/her designee. If the supervisor is the alleged harasser or discriminator, or the employee does not wish to report the matter to his/her supervisor, the employee may submit the complaint directly to the Superintendent or his/her designee for appropriate inquiry including, when appropriate, investigation. Except for complaints of sexual harassment of students, employees, and applicants, the investigation shall proceed in accordance with policy *GAMC, Employee Investigations*. Further, the School Board prohibits retaliation against any individual for making a complaint under this policy or participating in the investigation of any such complaint.

PERSONS WITH DISABILITIES

In accordance with federal and state statutes addressing nondiscrimination of disabled persons, namely Section 504 of the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, the Jefferson Parish School Board attests that no

qualified person with a disability shall, solely by reason of a disability, be denied the benefits of, be excluded from participation in, or be otherwise subjected to discrimination under any program or activity; nor shall a qualified person with a disability be subjected to discrimination in employment.

Revised: July, 2020

Revised: December, 2022

Ref: U.S. Constitution, Amend. XIV, Sec. 1; 20 USC 1681 et seq. (*Title IX of the Education Amendments of 1972*); 29 USC 621 (*Age Discrimination in Employment*); 29 USC 623 (*Age Discrimination Act of 1967*); 29 USC 631 (*Age limits*); 29 USC 705 (*Rehabilitation Act of 1972*); 42 USC 2000d (*1964 Civil Rights Act*); 42 USC 12101 (*Title I, Americans with Disabilities Act of 1990*); Constitution of Louisiana, Art. 1, Sec. 3; Art. 10, Sec. 10; La. Rev. Stat. Ann. §§17:111, 23:301, 23:302, 23:303, 23:311, 23:312, 23:314, 23:323, 23:332, 23:334, 23:342, 23:352, 23:368; Griggs v. Duke Power Company, 91 S.Ct. 849 (1979); Singleton v. Jackson Municipal Separate School District, 419 F.2d 1211 (5th Cir. 1979).