

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

The Jasper City Board of Education is committed to the principles of non-discrimination and equal employment opportunity in all of its employment policies and practices, including recruitment, hiring, training, compensation, benefits, transfers, promotions, training and educational opportunities, terminations, recreational programs, and all other terms and conditions of employment. The Jasper City Board of Education will make every effort to ensure that all of its employment policies and practices are administered without discrimination on the basis of race, color, national origin, ancestry, citizenship status, sex, sexual orientation, transgender expression or identity, pregnancy, marital status, parental status, religion, age, disability, past or present service in the uniformed services of the United States, genetic makeup, or any other legally protected basis.

The Jasper City Board of Education will take all necessary steps to ensure that all employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because the individual has (a) filed a complaint, (b) participated, furnished information, or assisted in any manner in an investigation, compliance review, hearing, or other activity related to the administration of federal and state anti-discrimination mandates, (c) opposed any act or practice that is in violation of any federal, state or local equal opportunity laws, or (d) exercised any other right protected by federal, state or local equal opportunity laws.

If you believe that you have been subjected to any form of discrimination in any condition of employment based upon your membership in a protected class, or your association with a member of a protected class, you should promptly report the perceived discrimination to your supervisor, or if you believe your supervisor has discriminated against you, report the issue to:

Dr. Ann G. Jackson  
Superintendent  
[ajackson@jasper.k12.al.us](mailto:ajackson@jasper.k12.al.us)