

Board of Education Policy

EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education, its officers, and employees shall not discriminate against any employee or applicant for employment on the basis of actual or perceived race (including traits historically associated with race, such as hair texture and protective hairstyles like braids, locks, and twists), color, national origin, creed, religion, marital status, military status, sex (including pregnancy, childbirth, or related medical condition), gender identity and expression (i.e. actual or perceived gender-related identity, appearance, behavior, expression, or other gender-related characteristic regardless of the sex assigned to that person at birth, including but not limited to the status of being transgender), age, sexual orientation, disability (physical or mental), predisposing genetic characteristics, military work or status, domestic violence victim status, or use of a guide dog, hearing dog or service dog.

The Board believes it to be in the interest of both students and the public to have a staff which is highly qualified and effective in performing the duties assigned to them, and which contains a healthy diversity of personal backgrounds.

The Superintendent of Schools shall ensure that applicants for open positions in either the administrative, instructional, or support staff of the district, are actively sought from members of any minority group, which is underrepresented in that staff.

Candidates for open positions, as well as for promotion and transfer, will be evaluated on the basis of education, experience, and ability, to determine fitness to perform the duties of the position.

At no time will any candidate for employment, current employee, or former employee suffer any adverse action, or be granted any benefit, for any reason other than personal merit or conduct, or in violation of any law or regulation.

Any person noting or suspecting a violation of this policy is encouraged to bring the matter to the attention of the Superintendent or the Board of Education.

Adopted: 12/08/1994

Reviewed: 10/10/2001 02/24/2016 02/27/2019 03/26/2025

Revised: 07/06/2004 03/30/2016 03/27/2019 04/23/2025