

## **RANCHO SANTA FE SCHOOL DISTRICT**

### **I.**

#### **Board Policies Covering All Employees**

#### **Board Policy No. 4001: NON-DISCRIMINATION POLICY**

##### **A. Prohibited Discrimination**

The District is an equal employment opportunity employer and complies with all applicable federal and state non-discrimination laws. The District prohibits discrimination against any employee, intern, volunteer, or applicant for employment based on one, or a combination of two or more, of the following protected characteristics: race, religious creed, color, national origin, ancestry, physical or mental disability as defined by federal and state law, reproductive health decisionmaking, medical condition, genetic information, marital status, sex (includes pregnancy, childbirth, breastfeeding and/or related medical conditions), gender, gender identity, gender expression, age (over 40), actual or perceived sexual orientation, political affiliation, or military or veteran status.

##### **B. Compliance Officer**

The Governing Board designates the following compliance officer responsible for receiving, coordinating and investigating the complaints of unlawful discrimination and for complying with state and federal civil rights laws and to answer questions concerning the District's nondiscrimination policies.

Superintendent  
Rancho Santa Fe School District  
5927 La Granada  
Rancho Santa Fe, CA, 92067  
(858) 756-1141 ext. 114

Mailing Address:  
Rancho Santa Fe School District  
P.O. Box 809  
Rancho Santa Fe, CA, 92067

##### **C. Filing of Complaints of Unlawful Discrimination**

Any employee, intern, volunteer, or applicant for employment who desires to complain about any illegal harassment under applicable federal and state non-discrimination laws shall use the Complaint Procedure contained in Board Policy 4002. Such complaints shall be immediately investigated and processed.

Any supervisory or management employee who observes or has knowledge of an incident of prohibited discrimination or harassment, including harassment of an employee by a nonemployee, shall report the incident to the Superintendent as soon as practical after the incident. All other employees are encouraged to report such incidents to their supervisor

immediately. The District shall protect any employee who reports such incidents from retaliation.

D. Prohibition of Retaliation

The District prohibits retaliation against any District employee, intern, volunteer, or applicant for employment who opposes any discriminatory employment practice by the District or its employees, agents, or representatives or who complains, testifies, assists, or in any way participates in the District's unlawful discrimination complaint process pursuant to District Policy.

Legal Reference:

Federal:

Title VI of Civil Rights Act of 1964 (42 U.S.C. sections 2000d - 2000d-7)  
Title VII of Civil Rights Act of 1964 (42 U.S.C. sections 2000e - 2000e-17)  
Age Discrimination in Employment Act (29 U.S.C. sections 621-634)  
Americans With Disabilities Act (42 U.S.C. sections 12101-12213)  
Title IX, Education Amendments of 1972 (20 U.S.C. sections 1681-1688)  
Veterans' Re-Employment Rights Act (38 U.S.C. sections 4301-4333)

State:

Fair Employment and Housing Act (FEHA) (Gov't Code sections 12900-12996)  
Government Code sections 12920, 12926, 11135  
Education Code sections 200-232; Sections 44100-44105

Date Policy Adopted By The Board: September 6, 1990

Dates Policy Revised By The Board: March 17, 1993; January 13, 2005, May 17, 2007; June 22, 2017, October 14, 2022, August 3, 2023, October 14, 2025

Date Policy Reviewed By The Board: December 11, 2008, February 27, 2024