

LENNOX SCHOOL DISTRICT

The Personnel Department is required to provide employees with the annual notices listed below on an annual basis. All Lennox employees are responsible for reviewing the Employee Annual Notifications and adhering to all Federal and State Laws, Lennox School District Board Policies, and Administrative Regulations on an annual basis. You can access the content for each annual policy listed below by clicking on the policy title.

The Personnel Services Department provides printed versions of the ***Employee Annual Notifications*** upon request. The document is also located on the Personnel Department Website.

Board Policies and Administrative Directives

Professional Standards and Code of Ethics	BP 4119.21 and Exhibit 4119.21 BP 4219.21 and Exhibit 4219.21 BP 4319.21 and Exhibit 4319.21
Maintaining Appropriate Adult-Student Interactions	BP 4119.24 BP 4219.24 BP 4319.24
Uniform Complaint Procedures	BP 1312.3 and AR 1312.3
Williams Uniform Complaint Procedures	AR 1312.4
Title IX Sexual Harassment and Complaint Procedures	AR 4119.12 BP 4119.11 and AR 4119.11 BP 4219.11 and AR 4219.11 BP 4319.11 and AR 4319.11
Complaints Concerning District Employees	BP 1312.1 and AR 1312.1
Complaints Concerning Discrimination in Employment	AR 403
Nondiscrimination in Employment	BP 4030
Nondiscrimination in District Programs and Activities	BP 0410
Non-Discrimination – Toleration/Appreciation of Difference	BP 4030
Legal Status Requirement/ Criminal Record Check	Penal Code 11105.2 and Education Code 44830.1.
Civility Policy	BP 1313 and AR 1313.01
Mandated Reporting/Child Abuse and Neglect	BP 5141.4 and AR 5141.4 For Additional Resources click the following links: Child Protective Services Sexual Harassment Mandated Reporting Form 8572 California Mandated Reporter Steps

Tobacco-Free Schools	BP 3513.3 and AR 3513.3
Drug and Alcohol-Free Workplace	BP 4020
District and School Websites	BP 1113 and AR 1113
Employee Use of Technology	BP 4040 and Exhibit 4040
Conflict of Interest	BP 9270
Oath or Affirmation/ Disaster Service Worker	AR 4112.3
Dress And Grooming	BP 4119.22 BP 4219.22 BP 4319.22
Nonschool Employment	BP 4136 BP 4236 BP 4336
Political Activities of Employees	BP 4119.25 and AR 4119.25 BP 4219.25 and AR 4219.25 BP 4319.25 and AR 4319.25
Universal Precautions	BP 4119.43 and BP 4219.43
Integrated Pest Management	AR 3514.2
Weapons and Dangerous Instruments	BP 4158 and AR 4158 BP 4258 and AR 4258 BP 4358 and AR 4358
Additional resources for the topics listed:	Bullying and Harassment Prevention Title IX Suicide Prevention
Additional Required Annual Trainings	These trainings are required in addition to and outside of this notification. You will receive a separate prompt to complete the training. • Mandated Reporter (AB 1432) • Child Abuse Prevention Sexual Harassment Prevention (SB 1343) • Title IX • SB 553: Workplace Violence Prevention Legislation

Department of Fair Employment of Housing

- California Law Prohibits Workplace Discrimination and Harassment
- Sexual Harassment
- Your Rights and Obligations as A Pregnant Employee
- Family Care and Medical Leave and Pregnant Disability Leave
- The Rights of Employees Who Are Transgender or Gender Nonconforming
- Transgender Rights in The Workplace