

Houston County Board of Education			
Monitoring: Review: Annually, in January	Descriptor Term: Equal Opportunity Employment	Descriptor Code: 5.104	Issued Date: 09/14/26
		Rescinds:	Issued: 06/10/19

Opportunity for employment, as well as continuation and advancement in employment, shall be afforded equally to:

- members of all races;
- all creeds;
- all colors;
- either sex (Sex shall be defined as the “immutable characteristics of the person’s reproductive system that identify the person as male or female, as determined by anatomy and genetics existing at the time of birth” unless otherwise required by federal law);
- all religions;
- individuals irrespective of age;
- all national origins;
- individuals with disabilities; and
- veteran status

with regard only for qualifications for the positions involved.¹

Legal References

1. [U.S. Constitution, Amendment XIV](#); [Title VII, Civil Rights Act of 1964](#); [Public Acts of 2026, Chapter No. 938](#); [Bostock v. Clayton Cnty., Georgia](#), 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 (2020); [Title VI, Civil Rights Act of 1964](#); [Title IX, Education Amendments of 1972](#); [Age Discrimination Act of 1967](#); [Section 504 of the Rehabilitation Act of 1973](#); [42 USCA § 12101-12213](#); [TCA 50-10-101](#)

Cross References

Section 504 and ADA Grievance Procedures 1.802
Recruitment of Employees 5.105
Discrimination/Harassment of Employees 5.500
Complaints and Grievances 5.501