

Book	Policy Manual
Section	(P) PERSONNEL
Title	Policy P100 - Nondiscrimination in Employment
Code	P100
Status	Active
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Policy Number: P100

Title: Nondiscrimination in Employment

Section: Personnel – All Employees - General

I. Authority

The Joint Operating Committee (JOC) declares it to be the policy of EASTERN to guarantee to all persons equal access to all categories of employment regardless of race, color, age, religious creed, religion, sex, sexual orientation, gender identity, ancestry, national origin, marital status, genetic information, pregnancy, handicap/disability, or membership in another legally protected class. EASTERN shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities and consistent with the requirements of federal and state laws and regulations.

The JOC also declares it to be the policy of EASTERN to comply with federal law and regulations under Title IX prohibiting sex-based discrimination and sexual harassment. Inquiries regarding the application of Title IX may be referred to the Title IX Coordinator, to the Assistant Secretary for the Office for Civil Rights of the U.S. Department of Education, or both.

EASTERN's Title IX Coordinator will be the Human Resources Coordinator or the Executive Director's designee, and their contact information will be listed in this accompanying Director's procedure and on EASTERN's website as required by law.

The JOC encourages employees and third parties who believe they or others have been subject to discrimination or harassment to promptly report such incidents to the Title IX Coordinator and their supervisor. A school employee who is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Title IX Coordinator and their supervisor. Employees shall abide by their legal reporting requirements, including Title IX reporting requirements.

The JOC directs that complaints of discrimination be investigated promptly and in accordance with EASTERN's legal obligations and corrective action be taken when allegations are substantiated. Confidentiality of all parties shall be addressed under the JOC's legal and investigative obligations. No reprisals or retaliation shall occur for making a report of discrimination, acting in opposition to practices the person reasonably believes to be discriminatory, or participating in a related investigatory process.

II. Delegation of Responsibility

The Title IX Coordinator and/or Executive Director's designee shall fulfill designated responsibilities to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures, to monitor and address barriers to reporting and to monitor the implementation of EASTERN's nondiscrimination procedures in the following areas, as appropriate:

1. Review - Review of personnel and hiring practices and actions for discriminatory bias and compliance with laws against discrimination and harassment, to include monitoring and promptly implementing corrective measures when appropriate.
2. Training - Provide training for supervisors and staff to prevent, identify and alleviate conduct which may constitute discrimination or harassment.
3. Resources - Maintain and provide information to staff on resources available to complainants in addition to the school complaint procedure or Title IX procedures, such as making reports to law enforcement, and available supportive measures such as assistance from domestic violence or rape crisis programs, and community health resources, including counseling resources.
4. Reports/Complaints - Monitor and provide technical assistance to individuals involved in managing reports and complaints.

The JOC directs that non-discrimination notices be published and distributed to students, parents/guardians, employment applicants, employees, and all unions or professional organizations holding collective bargaining or professional agreements with EASTERN in accordance with EASTERN's legal obligations.

Adopted: 3/13/13

Revised: 10/8/25

See also:
Director Procedure Policy P100 - Nondiscrimination in Employment