

Equal Opportunity and Nondiscrimination in Employment Practices

The District will provide to all persons equal access to all categories of employment in the District, free from discrimination, regardless of actual or perceived race, color, age, creed, religion, sex, gender, sexual orientation, gender identity, gender expression, ancestry, national origin/ethnicity, veteran status, marital status, handicap/disability, or membership in any other protected class, as required by Title VI, Title IX, Section 504, or other applicable law.

The District shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations.

The Board encourages employees and third parties who have been subject to discrimination or are made aware of discrimination prohibited by this Policy to report such discrimination to designated employees.

The Board directs that complaints of discrimination be investigated promptly, and corrective action be taken when allegations are substantiated. Confidentiality of all parties shall be maintained, consistent with the District's legal and investigative obligations.

No reprisals or retaliation shall occur as a result of good faith charges of discrimination.

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Director of Equity and Public Programs as the District's Title IX Coordinator. The contact information and procedures for contacting the Title IX Coordinator are included in the accompanying Administrative Regulations. Depending on the specific allegations raised in a complaint received pursuant to this Policy, the Superintendent may designate additional individuals to assist the Title IX Coordinator in carrying out their responsibilities outlined herein.

The Superintendent or designee shall ensure that procedures for resolving complaints involving discrimination prohibited by this Policy are developed and made part of the accompanying Administrative Regulations. The procedures shall be distributed periodically to all employees and posted in prominent locations for employees and other third parties to access.

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