Cottonwood School District No. 242

PERSONNEL

Equal Employment Opportunity and Non-Discrimination

The District shall provide equal employment opportunities in recruitment, hiring, assignment, transfer, promotion, and training to all persons, regardless of their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, citizenship status, pregnancy, use of lawful products while not at work, physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

The District will make reasonable accommodation for an individual with a disability known to the District, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the District.

Inquiries regarding discrimination should be directed to the Title IX or Nondiscrimination Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

In compliance with federal regulations, the District will notify annually all students and applicants of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator.

Cross Reference:	5250 5100	Certificated Staff Grievance Hiring Process and Criteria		
Legal Reference:	20 U.S.C. 29 U.S.C. 29 U.S.C. 29 U.S.C. 42 U.S.C. 42 U.S.C.	<pre>§§ 1681, et sec § 206(d) §§ 621, et seq. §§ 791, et seq. §§ 12111, et se §§ 2000(e), et , Part 1601 604.10</pre>	eq. seq. Title V Pregna Polia Title I	Immigration Reform and Control Act Title IX of the Education Amendments Equal Pay Act Age Discrimination in Employment Act Rehabilitation Act of 1973 Americans with Disabilities Act, Title I Title VII of Civil Rights Act VII of Civil Rights Act ancy Discrimination Act - Employment cies Relating to Pregnancy and Childbirth X of the Education Amendments Prohibited

<u>Policy History:</u> Adopted on: February 22, 2017 Revised on: