

Cottonwood School District No. 242

PERSONNEL

5120

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: 4175 Required Annual Notices
5250 Certificated Staff Grievance
5100 Hiring Process and Criteria

Legal Reference: 8 U.S.C. §§ 1324(a), et seq. Immigration Reform and Control Act
20 U.S.C. §§ 1681, et seq. Title IX of the Education Amendments
29 U.S.C. § 206(d) Equal Pay Act
29 U.S.C. §§ 621, et seq. Age Discrimination in Employment Act
29 U.S.C. §§ 791, et seq. Rehabilitation Act of 1973
42 U.S.C. §§ 12111, et seq. Americans with Disabilities Act, Title I
42 U.S.C. §§ 2000(e), et seq. Title VII of Civil Rights Act
29 C.F.R., Part 1601 Title VII of Civil Rights Act
29 CFR 1604.10 Pregnancy Discrimination Act - Employment Policies Relating to Pregnancy and Childbirth
34 C.F.R., Part 106 Title IX of the Education Amendments
I.C. § 67-5909 State Government and State Affairs - Acts Prohibited

U.S. Supreme Court Decision: Boystock v. Clayton County Georgia

Policy History:

Adopted on: February 22, 2017

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