

NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

1.0 Equal Opportunity

It is the policy of the Board of Education to provide equal opportunities for employment and compensation for all persons without regard to race, color, sex, age, religion, national origin, political affiliation or disability, except where specific sex, age or physical or mental requirements constitute bona fide and essential occupational qualifications. All candidates will be evaluated on their merits and qualifications for positions.

2.0 Nondiscrimination

It is also the policy of the Board of Education that when providing training, compensation, promotion and other attributes of employment, it shall provide them without regard to race, color, sex, age, religion, national origin, political affiliation or disability, except where specific sex, age or physical or mental requirements constitute bona fide and essential occupational qualifications. Further, the Board of Education requires all employees to abstain from any unlawful discriminatory practices. All inquiries regarding compliance with this policy should be directed to the Superintendent.

3.0 Compliance Officer

The Superintendent shall designate a compliance officer whose responsibility it will be to ensure that Federal and State regulations are observed and that any inquiries or complaints are addressed promptly in accordance with the law. The Compliance officer shall also ensure that the proper notice of nondiscrimination for Title II, Title VI and Title VII of the Civil rights Act of 1964, Title IX of the education amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973 are published in accordance with the law.

4.0 Review Schedule

This policy shall be reviewed in accordance with the Policy Review Schedule published by the Superintendent.

AUTHORITY: Title VII of the Civil Rights Act of 1964, as amended, by the Equal Employment Opportunity Act of 1972

Title IX of the Education Amendments of 1972, 20 U.S. C. § 1681 *et seq.*

Rehabilitation Act of 1973 (Public Law 93-112), Section 504, 29 U.S.C. § 794

Americans With Disabilities Act of 1990, 42 U.S.C. § 12101 *et seq.*

Civil Rights Act of 1991

Equal Pay Act of 1963, 29 U.S.C. § 206(d)

Age Discrimination in Employment Act of 1967, 1978, 1986, and 1996, 29 U.S.C. § 621
et seq.

Civil Rights Act of 1866, 1870, 1871, and 1964 and 1991, 42 U.S.C. § 1983 and 2000E,
et seq.

U.S. Const. Amend XIV

ADOPTED: 05/27/14

REVISED: _____