Equal Employment Opportunity and Non-Discrimination

The District shall provide equal employment opportunities 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 Coordinator 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	Uniform Grievance Procedure
	5500	Hiring Process and Criteria

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

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

Policy History:
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