

**Policy Title: Equal Employment Opportunity
and Non-Discrimination**

Policy No: 401.02

The District shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, 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. Specific written complaints should follow the Uniform Grievance Procedure.

Policy Cross Reference:

Board Policy No. 401.01	Hiring Process and Criteria
Board Policy No. 402.03	Certified Personnel Grievance Procedures
Board Policy No. 403.02	Support Personnel Grievance Procedures

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
Idaho Code §67-5909	Act Prohibited
29 CFR 1604.10	Pregnancy Discrimination Act – Employment Policies Relating to Pregnancy and Childbirth
Idaho Code §33-513	Professional Personnel

Policy History:

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