

## **401 - EQUAL EMPLOYMENT OPPORTUNITY**

### **I. PURPOSE**

The purpose of this policy is to provide equal employment opportunity for all applicants for education district employment and education district employees.

### **II. GENERAL STATEMENT OF POLICY**

- A. It is the education district's policy to provide equal employment opportunity for all applicants and employees. The education district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, gender, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status or veteran status. The education district also makes reasonable accommodations for disabled employees.
- B. The education district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the education district's internal procedures for addressing complaints of harassment, please refer to Policy 413 - Harassment and Violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities or privileges of employment.
- D. It is the responsibility of every education district employee to follow this policy.
- E. Any person having any questions regarding this policy should discuss it with Heidi Kass, Business Manager.

Adopted: September 20, 1990  
Revised: January 22, 2004  
March 15, 2018

401-1