

Equal Employment Opportunity and Nondiscrimination

The superintendent, in conformance with direction established in policy by the Board of Directors, is committed to equal employment opportunity and nondiscrimination in dealings with district staff. This commitment ensures that the district develops and maintains a positive work environment which will be conducive to the academic achievement of its students.

Cross References:

(cf.: 3210 – Nondiscrimination and Complaint)

(cf.: 5240 – Resolution of Staff Complaints)

Legal References:

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| RCW 28A.85 | Sexual equality |
| RCW 28A.400.310 | Law against discrimination applicable to district's employment practices |
| RCW 28A.640.020 | Regulations, guidelines to eliminate discrimination—Scope |
| RCW 49.60 | Law against discrimination |
| RCW 49.60.030 | Freedom from discrimination |
| RCW 49.60.180 | Unfair practices of employer defined |
| RCW 49.60.400 | Affirmative action, discrimination prohibited (I-2000) |

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| WAC 162-22-050 | Unfair practice |
| WAC 392-200 | Employment Discrimination |
| WAC 392-200-015 | Public school employment--Affirmative action program |

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|------------------------|---|
| 42 USC 2000c - 2000c-9 | Title VII of the Civil Rights Act of 1964 |
| 42 USC 2000h - 2000h-6 | Title IX Educational Amendments of 1972 |
| 42 USC 12101 - 12213 | Americans with Disabilities Act |
| 29 USC 706 | |
| 29 USC § 794 | |
| 8 USC 1324a and 1324b | (IRCA) Immigration Reform and Control Act of 1986 |
| Executive Order 11246 | Amended by Executive Order 11375 |
| 45 CFR 84 Sec 504 | Vocational Rehabilitation Act of 1973 |

Management Resources:

PNA 9812.03 Questions remain on I-200

Adoption Date:

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