

## **PERSONNEL**

### **Nondiscrimination and Affirmative Action**

#### **Nondiscrimination**

The District will provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, Promotion and training. Such equal employment opportunity will be provided without discrimination with respect to, race, creed, religion, color, national origin, age, veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

The Superintendent will designate a staff member to serve as the Compliance officer.

#### **Affirmative Action**

The District, as a recipient of public funds, is committed to undertake affirmative action which will make effective equal employment opportunities for staff and applicants for employment. Such affirmative action will include an administrative review of programs, and the implementation of corrective employment procedures, as needed. Eliminate discrimination prohibited by law and this policy and to provide equal employment opportunities. Affirmative action may not include hiring or employment preferences based on gender or race, including color, ethnicity or national origin.

#### **Employment of Persons with Disabilities**

In order to fulfill its commitment of nondiscrimination to those with disabilities, the District is committed to providing reasonable accommodation to the known disabilities of an otherwise qualified disabled applicant or staff member unless an accommodation would impose an undue hardship on the operation of the District program. In determining whether or not an accommodation would impose an undue hardship on the District, factors to be considered include the nature and cost of the accommodation.

While the District may not make pre-employment inquiry as to whether an applicant has a disability or as to the nature and severity of any such disability, it may inquire into an applicant's ability to perform job-related functions.

Any staff member who believes that there has been a violation of this policy prohibiting discrimination because of a disability may initiate a grievance in accordance with procedure 5010P.

#### **Nondiscrimination for Military Service**

The District will not discriminate against any person who is a member of, applies to be a member or performs, has performed, applies to perform or has an obligation to perform service in a uniformed service, on the basis of that participation in a uniformed service. This includes initial

employment, retention in employment, promotion or any benefit of employment. The District will also not discriminate against any person who has participated in the enforcement of these rights under state or federal law.

Cross Reference:

Policy 2030 – Animals in Schools and Buildings  
Policy 5270 – Resolution of Staff Complaints  
Policy 5407 – Military Leave

Legal References: RCW 28A.400.310 Law against discrimination  
applicable to District's employment practices

RCW 49.60 Discrimination – Human rights commission

38 USC 4212 Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA)

RCW 73.16 Employment and Reemployment

WAC 392-190 Equal Education Opportunity - Unlawful Discrimination  
Prohibited

WAC 392-190-0592 Public school employment – Affirmative action program

42 USC 2000e102000e10 Title VII of the Civil Rights Acts of 1964

20 USC 1681-1688 Title IX of the Educational Amendments of 1972

42 U.S.C. 12101 - 12213 Americans with Disabilities Act

8 USC 1324 (IRCA) Immigration Reform and Control Act of 1986

29 USC 794 Vocational Rehabilitation Act of 1973

34 CFR 104 Nondiscrimination on the basis of handicap in Programs or  
activities receiving federal financial assistance

Classification: Priority

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