

WESTMORLAND UNION ELEMENTARY SCHOOL DISTRICT

I.

Board Policies Covering All Employees

**Board Policy No. 4001: EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION**

- A. The District is an equal employment opportunity employer which complies with all applicable federal and state non-discrimination laws. The District shall not illegally discriminate against any employee or applicant for employment on account of race, religious creed, color, national origin, ancestry, physical or mental disability as defined by federal and state law, medical condition, marital status, pregnancy, sex, actual or perceived sexual orientation, age, political affiliation, domicile, or membership and/or participation in an employee organization as defined by the Educational Employment Relations Act. The Superintendent is designated as the Equal Employment Opportunity/Affirmative Action/Title IX management employee directly responsible for coordinating efforts to ensure compliance with all non-discrimination laws.
- B. Any employee or applicant for employment who desires to complain about any illegal harassment under applicable federal and state non-discrimination laws shall use the Complaint Procedure contained in Board Policy 4002.

Legal Reference:

Federal: Civil Rights Act of 1964, as amended, Title VI, VII, 42 U.S.C. section 2000d & 2000e *et seq.*
Age Discrimination In Employment Act (ADEA), 29 U.S.C. section 621 *et seq.*
Americans With Disabilities Act (ADA), 42 U.S.C. section 12101 *et seq.*
Equal Pay Act of 1963, 29 U.S.C. section 206(d)
Title IX, Education Amendments of 1972 as amended by the Civil Rights Restoration Act of 1987, 42 U.S.C. 2000D-4A, 20 U.S.C. sections 1687-1688
Vocational Rehabilitation Act of 1973, 29 U.S.C. section 791 *et seq.*, sections 503 and 504
Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. section 4301 *et seq.*

State: Fair Employment And Housing Act, Government Code sections 12900-12996
Government Code section 11135
Education Code sections 210-231.5, 44100-44105, 44858, 44859
Labor Code section 1102.1
Military & Veterans Code section 389 *et seq.*

Date Policy Adopted By The Board: August 22, 1989
Date Policy Revised By The Board: May 16, 1995
Date Policy Revised By The Board: October 9, 2003