

West Bonner County School District

PERSONNEL

5120P

Equal Employment Opportunity and Non-Discrimination Procedure

1. The District shall provide equal employment opportunities to all persons, regardless of their:
 - Race;
 - Color;
 - Religion;
 - Creed;
 - National Origin;
 - Sex;
 - 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.
2. 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.
3. Inquiries regarding discrimination should be directed to the District Title IX Coordinator.
4. An individual with a complaint alleging a violation of this policy shall follow the Uniform Grievance Procedure (Policy 3210).
5. The District will annually notify all of the following parties of policy 5120, and the contact method for the District Title IX Coordinator.
 - a. Students;
 - b. Applicants of this policy; and
 - c. The Designated Title IX Coordinator.

Definitions of Categories Protected Under Federal Law, State Law, and District Policy

“Race” is defined as –	The idea that people can be divided into different groups based on physical characteristics that they are perceived to share, including but not limited to color.
“Sex” is defined as –	Physical Sex, Sexual Orientation, Gender Identity, Pregnancy Status, and/or Sexual Activity.
“Age” is defined as –	The number of years a person has lived. In employment it is specified that individuals over 40 must not be discriminated against due to their age.

“Religious Belief” is defined as –	Theistic, and non-theistic moral or ethical beliefs known as creed about right and wrong which are sincerely held with the strength of traditional religious views. Also protected in this category are individuals who do not subscribe to a particular religious view and/or are atheist.
“Disability” is defined as –	A physical or mental impairment that substantially limits one or more major life activity.
“Military Status” is defined as –	A person’s status as an active, inactive, discharged, or veteran military employee or official.
“National Origin” is defined as –	The country of origin of a prospective or current employee.
“Citizenship Status” is defined as –	The status of an individual as an immigrant, emigrant, natural born citizen, or foreign resident.
“Marital Status” is defined as –	A person’s state of being single, married, separated, divorced or widowed.
“Ancestry” is defined as –	The historic record of individuals directly related to a prospective or current employee.

Legal References	Description
20 USC §§ 1681 - 1682	Title IX of the Education Amendments of 1972
29 CFR § 1604.10	Pregnancy Discrimination Act Employment Policies Relating to Pregnancy and Childbirth
29 CFR Part 1601	Implementing Title VII of Civil Rights Act
29 USC § 206(d)	Equal Pay Act of 1963 -Prohibition of Sex Discrimination
29 USC §§ 621-34	Age Discrimination in Employment Act
29 USC §§ 791, et seq.	Rehabilitation Act of 1973
34 CFR Part 106	Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance
42 USC §§ 12101, et seq.	Title I of the Americans with Disabilities Act of 1990
42 USC §§ 2000(e), et seq.	Title VII of Civil Rights Act of 1964 (Equal Opportunity Employment)
8 USC §§ 1324(a), et seq.	Immigration Reform and Control Act
IC § 67-5909	Commission on Human Rights - Acts Prohibited
US Supreme Court Decision	Boystock v. Clayton County Georgia

Cross References

Code	Description
4175	Required Annual Notices
5100	Hiring Process and Criteria
5100-P(1)	Hiring Process and Criteria - Procedures for Obtaining Personnel Records for Applicants
5100-P(2)	Hiring Process and Criteria - Veteran's Preference
5100-F(1)	Hiring Process and Criteria - Authorization for Release of Information on Past Employment with School Employers
5100-F(2)	Hiring Process and Criteria - Request to Employer
5100-F(3)	Hiring Process and Criteria - Request for Verification of Certificate Status
5120	Equal Employment Opportunity and Non-Discrimination
5250	Certificated Staff Grievances

Policy History:

Adopted on: April 16, 2025

Revised on: