

**NONDISCRIMINATION IN EMPLOYMENT**

The district and its employees shall not unlawfully discriminate against or harass employees or job applicants on the basis of sex, race, color, religion, national origin, ancestry, age, marital status, changes in marital status, pregnancy, parenthood, physical or mental disability, Vietnam era veteran status, genetic information, or good faith reporting to the board on a matter of public concern.

*(cf. 4119.11 - Sexual harassment)*

Equal opportunity shall be provided to all employees and applicants in every aspect of personnel policy and practice. The district shall not discriminate against persons with physical or mental disabilities who, with or without reasonable accommodation, can perform the essential functions of the job in question.

*(cf. 4119.41 - Employees with Infectious Disease)*

The Superintendent or designee shall publicize this policy annually throughout the district and the community.

*(cf. 1312.3 - Complaints Concerning Discrimination)*

*(cf. 4111.1 - Affirmative Action)*

*Legal Reference:*

ALASKA STATUTES

14.18.010 *Discrimination based on sex and race prohibited*

14.18.020 *Discrimination in employment prohibited*

14.18.090 *Enforcement by state board of education and early development*

18.80.220 *Unlawful employment practices*

39.90.100 *Nondiscrimination – Protection for whistleblowers*

ALASKA ADMINISTRATIVE CODE

4 AAC 06.510 *Discrimination in hiring practices*

UNITED STATES CODE

29 U.S.C. 621-634 *Age Discrimination In Employment Act*

29 U.S.C. 791 et seq. *Vocational Rehabilitation Act of 1973, Sections 503 and 504*

38 U.S.C. 2011 et seq. *Vietnam Era Veterans' Act*

42 U.S.C. Ch. 21F *Prohibiting Employment Discrimination on the Basis of Genetic Information*

42 U.S.C. 2000d-2000d-7 *Title VI of the Civil Rights Act*

42 U.S.C. 2000e-2000e-17 *The Equal Employment Opportunities Act*

42 U.S.C. 12101-12213 *Americans With Disabilities Act*

*Revised 3/11*

*Reviewed 12/2014*

*Reviewed 4/2021*

*Reviewed 8/2023*