



Policy 5120 – Equal Employment Opportunity and Non-Discrimination

The District shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, 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.

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.

Inquiries regarding discrimination should be directed to the Title IX or Nondiscrimination Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

In compliance with federal regulations, the District will notify annually all students and applicants of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator.

Legal References:

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



**Preston School District #201
Section 5000 - Personnel**

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

Other References

ISBA Policy Services

Description

<https://www.idsba.org/member-services/policy/>

Cross References

Code

4175

Description

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

5250

Certificated Staff Grievances

Adopted:

Revised:

Reviewed: