

# BOARD POLICY

GAB

## PERSONNEL NON-DISCRIMINATORY EMPLOYMENT PRACTICES

AUGUST 17, 2020

The Board of Education recognizes that discrimination is an institutional and societal problem which must be addressed by creating and maintaining an educational employment environment free of bias and prejudice. The school district shall continually review its educational programs and employment practices and decisions toward the goal of eliminating discrimination. The school district shall strive to create in the educational community an awareness of bias and prejudice and shall actively promote understanding and respect for all persons regardless of race, color, national origin, age, religion, sex, handicap, disability, height, weight, marital status, sexual orientation, sexual identity, or transgender status. Any employee who has notice of discrimination or harassment on the basis of sex of an employee or applicant shall immediately notify the Title IX Coordinator.

**LEGAL REF.:** Titles VI and VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d, et seq., and 42 U.S.C. §§ 2000e, et seq.; Title IX of the Educational Amendments of 1972, 20 U.S.C. §§ 1681, et seq., Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794; the Americans with Disabilities Act of 1990, 42 U.S.C §§ 12101, et seq., the Handicappers' Civil Rights Act, MCL §§ 37.1101, et seq.; and the Elliott-Larsen Civil Rights Act, MCL §§ 37.2101, et seq.