

NONDISCRIMINATION IN EMPLOYMENT

Board Policy 4101

San Benito High School District shall not unlawfully discriminate against or tolerate the harassment of employees or job applicants on the basis of their gender, race, color, religious creed, national origin, ancestry, age over 40, pregnancy, physical or mental disability, medical condition, Vietnam era veteran status, or actual or perceived sexual orientation.

Equal employment opportunity shall be provided to all employees and applicants. Physically or mentally disabled employees or applicants may request reasonable accommodation.

All employees are expected to carry out their responsibilities in a manner that is free from discriminatory statements or conduct. Employees who permit or engage in discrimination or harassment may be subject to disciplinary action up to and including dismissal.

The Superintendent or designee shall annually publicize this policy and the availability of grievance procedures throughout the District and the community.

Legal Reference:

EDUCATION CODE

44100 Legislative intent, affirmative action employment

GOVERNMENT CODE

11135 Unlawful discrimination

12900-12996 Fair Employment and Housing Act

LABOR CODE

1102.1 Employment discrimination: sexual orientation

UNITED STATES CODE, TITLE 20

1683 - 1688 Civil Rights Restoration Act

UNITED STATES CODE, TITLE 29

621 - 634 Age Discrimination in Employment Act

791 - 797 Vocational Rehabilitation Act of 1973, Sections 503 and 504

UNITED STATES CODE, TITLE 38

2011 et seq. Vietnam Era Veterans' Act

UNITED STATES CODE, TITLE 42

2000d - 2000d-7 Title VI, Civil Rights Act of 1964

2000e - 2000e-17 Title VII, Civil Rights Act of 1964 as amended

2000h - 2000h-6 Title IX, 1972 Education Act Amendments

12101 - 12213 Americans With Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

35.107 Designation of responsible employee and adoption of grievance procedures

CODE OF FEDERAL REGULATIONS, TITLE 29

1630.2(r) Direct threat

CODE OF FEDERAL REGULATIONS, TITLE 34

106.9 Notifications

Adopted: November 3, 1999

