

Salmon River Joint School District No. 243

PERSONNEL

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, age, ancestry, marital status, military status, citizenship status, 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 Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

Cross Reference: 5250

Uniform Grievance Procedure

Legal Reference: 29 U.S.C. §§ 621, et seq.	Age Discrimination in Employment Act
42 U.S.C. §§ 12111, et seq.	Americans with Disabilities Act, Title I
29 U.S.C. § 206(d)	Equal Pay Act
8 U.S.C. §§ 1324(a), et seq.	Immigration Reform and Control Act
29 U.S.C. §§ 791, et seq.	Rehabilitation Act of 1973
42 U.S.C. §§ 2000(e), et seq.,	Title VII of the Civil Rights Act
29 C.F.R., Part 1601	
20 U.S.C. §§ 1681, et seq.,	Title IX of the Education Amendments
34 C.F.R., Part 106	
I.C. § 67-5909	Acts Prohibited

Policy History:

Adopted on: March 17, 2009

Revised on: