

PERSONNEL

Nondiscrimination

The district shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, color, national origin, sex, sexual orientation, gender expression or identity, marital status, creed, religion, age, honorably discharged veteran or military status, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability. The district shall not discriminate against a person with a disability if the person can perform the essential functions of the job with reasonable accommodations and without an undue hardship.

The district will not discriminate against any person who is a member of, applies to be a member of, performs, has performed, applies to perform, or has an obligation to perform service in an uniformed service, on the basis of that participation in a uniformed service. This includes initial employment, retention in employment, promotion, or any benefit of employment. The district will also not discriminate against any person who has participated in the enforcement of these rights under state or federal law.

The board shall designate a staff member to serve as affirmative action/Title IX Compliance Officer.

---

Legal reference:	RCW 28A.400.310	Law against discrimination applicable to district's employment practices
	RCW 28.A.642	Discrimination prohibition
	RCW 49.60	Law against Discrimination
	RCW 49.60.030	Freedom from discrimination-Declaration of civil rights
	WAC 392-200	Employment Discrimination
	PL 99-603	Immigration Reform and Control Act (IMCA) of 1986
	42 USC_2000e1-2000e10	Title VII of Civil Rights Act of 1964
	20 USC_1681-1688	Title IX of the Educational Amendments of 1972
	42 USC_12101-12213	Americans with Disabilities Act (ADA)
	38 USC_4212	Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA)
	38 USC_4301-4333	Uniformed Services Employment and Reemployment Rights Act

Adopted	<u>July 21, 2016</u>
	<u>June 15, 2015</u>
	<u>December 6, 2010</u>
	<u>June 3, 2002</u>
	<u>August 6, 2001</u>
	<u>November 2, 1992</u>