

EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION

The Bonneville Joint School District No. 93 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, pregnancy, use of lawful products while not at work, physical or mental handicap or disability, and other legally protected categories if otherwise able to perform the essential functions of the job with reasonable accommodations.

Guidelines

1. 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.
2. Inquiries regarding discrimination should be directed to the Title IX Coordinator.
3. Specific written complaints should follow the Uniform Grievance policy #4112 and procedure #4112P

Adopted 11-02-2005

Reviewed 03-11-2020

Revised 01-09-2013

Cross Reference: Hiring Process and Criteria #5010
Uniform Grievance #4112
Uniform Grievance Procedure #4112P
Uniform Grievance Concern Form #4112F1

Legal Reference: 8 U.S.C. §§ 1324(a) et seq. Immigration Reform and Control Act
20 U.S.C. §§ 1681-82, *et seq.*, Title IX of the Education Amendments of 1972
29 U.S.C. §§ 206(d) Equal Pay Act of 1963-Prohibition of Sex Discrimination
29 U.S.C. §§ 621-34, *et seq.* Age Discrimination in Employment Act
29 U.S.C. §§ 791, *et seq.* Rehabilitation Act of 1973
42 U.S.C. §§ 2000(e), *et seq.*, Title VII of Civil Rights Act of 1964 (Equal Opportunity Employment)
42 U.S.C. §§ 12101, *et seq.* Title I of the Americans with Disabilities Act of 1990
29 C.F.R., Part 1601 Implementing Title VII of Civil Rights Act
29 C.F.R., § 1604.10 Pregnancy Discrimination Act-Employment Policies relating to Pregnancy and Childbirth
34 C.F.R., Part 106 Non-Discrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance
Idaho Code § 67-5909 Acts Prohibited