

# **Grossmont Union HSD**

## **Board Policy**

### **Nondiscrimination In Employment**

BP 4030

#### **Personnel**

The District shall not unlawfully discriminate against employees or job applicants. The District adheres to all applicable federal and state laws concerning nondiscrimination.

Equal opportunity shall be provided to all employees and applicants in every aspect of personnel policy and practice. The District shall not discriminate based on sex, race, color, religion, national origin, ethnic group, marital or parental status, physical or mental disability, sexual orientation or any other unlawful consideration, whether actual or perceived.

The Superintendent or designee shall publicize this policy annually.

(cf. 1312 - Complaints Concerning the Schools)  
(cf. 4031 - Complaints Concerning Discrimination in Employment)  
(cf. 4111.1 - Affirmative Action)  
(cf. 4119.3 - Job Description)  
(cf. 4119.4 - Sexual Discrimination or Harassment)  
(cf. 4119.41 - Employees with Infectious Disease)

#### 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 et seq. Civil Rights Restoration Act

##### UNITED STATES CODE, TITLE 29

621 et seq. Age Discrimination in Employment Act

791 et seq. 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

12101 et seq. Americans With Disabilities Act

2000d & 2000e et seq. Title VI & Title VII, Civil Rights Act of 1964 as amended

2000h-2 et seq. Title IX, 1972 Education Act Amendments  
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

Policy GROSSMONT UNION HIGH SCHOOL DISTRICT  
adopted: November 18, 1993 La Mesa, California  
revised: June 3, 1999