

---

---

**NONDISCRIMINATION AND AFFIRMATIVE ACTION**

**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, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital 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 Board shall designate a staff member to serve as the compliance officer.

**AFFIRMATIVE ACTION**

The District, as a recipient of public funds, is committed to undertake affirmative action which shall make effective equal employment opportunities for staff and applicants for employment. Such affirmative action shall include a review of programs, the setting of goals and the implementation of corrective employment procedures to increase the ratio of aged, persons with disabilities, ethnic minorities, women and Vietnam veterans who are under-represented in the job classifications in relationship to the availability of such persons having requisite qualifications. Affirmative action plans may not include hiring or employment preferences based on gender or race, including color, ethnicity or national origin. Such affirmative action shall also include recruitment, selection, training, education and other programs.

The Superintendent or designee shall develop an affirmative action plan which specifies the personnel procedures to be followed by the staff of the District and shall ensure that no such procedures discriminate against any individual. Reasonable steps shall be taken to promote employment opportunities of those classes that are recognized as protected groups — aged, persons with disabilities, ethnic minorities and women and Vietnam veterans, although under state, law racial minorities and women may not be treated preferentially in public employment.

**NONDISCRIMINATION FOR MILITARY SERVICE**

The District will not discriminate against any person who is a member of, applies to be a member or performs, has performed, applies to perform or has an obligation to perform service in a 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.



---

<i>CROSS REFERENCES</i>	<i>Policy 5407</i>	<i>Military Leave</i>
<i>LEGAL REFERENCES</i>	<i>RCW 28A.400.310</i>	<i>Law against discrimination applicable to districts' employment practices</i>
	<i>RCW 28A.640.020</i>	<i>Regulations, guidelines to eliminate discrimination—Scope—Sexual harassment policies</i>
	<i>RCW 28A.642</i>	<i>Discrimination prohibition</i>
	<i>RCW 49.60</i>	<i>Discrimination—Human Rights Commission</i>
	<i>RCW 49.60.030</i>	<i>Freedom from discrimination—Declaration of Civil Rights</i>
	<i>RCW 49.60.180</i>	<i>Unfair practices of employers</i>
	<i>RCW 49.60.400</i>	<i>Discrimination, preferential treatment prohibited</i>
	<i>RCW 73.16</i>	<i>Employment and re-employment</i>
	<i>WAC 392-190</i>	<i>Equal education opportunity—Unlawful discrimination prohibited</i>
	<i>WAC 392-190-0592</i>	<i>Public school employment—Affirmative action program</i>
	<i>42 USC 2000e1-10</i>	<i>Title VII of the Civil Rights Act of 1964</i>
	<i>20 USC§1681-1688</i>	<i>Title IX Educational Amendments of 1972</i>
	<i>42 USC 12101-12213</i>	<i>Americans with Disabilities Act</i>
	<i>8 USC 1324</i>	<i>(IRCA) Immigration Reform and Control Act of 1986</i>
	<i>38 USC § 4301-4333</i>	<i>Uniformed Services Employment and Reemployment rights Act</i>
	<i>29 USC 794</i>	<i>Vocational Rehabilitation Act of 1973</i>
	<i>34 CFR § 104</i>	<i>Nondiscrimination on the basis of handicap in programs or activities receiving federal financial assistance</i>
<i>MANAGEMENT RESOURCES</i>	<i>Policy News</i>	<i>June 2011, Laws Against Discrimination Address Equal Education Opportunities</i>
	<i>Policy News</i>	<i>February 2011, Nondiscrimination</i>
	<i>Policy News</i>	<i>August 2007, Washington's Law Against Discrimination</i>
	<i>Policy News</i>	<i>June 2001, State Updates Military Leave Rights</i>

---

*POLICY ADOPTED*                      *September 26, 2011*