

NONDISCRIMINATION AND AFFIRMATIVE ACTION

NONDISCRIMINATION

The District will provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity will 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 District will also make reasonable accommodation to the known sensory, mental or physical limitations of an otherwise qualified disabled applicant or employee unless an accommodation would impose an undue hardship on the operation of the district program.

The Board will 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 will provide equal employment opportunities for staff and applicants for employment. Such affirmative action will include a review of programs, the setting of goals, monitoring of the workforce composition, and use of employment procedures which ensure equal employment opportunities for minority and female employees and applicants. 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 will develop an affirmative action plan and procedures to be followed by the staff of the District to carry out the provisions and intent of this policy.

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.



Cross References:

Transgender Students	Policy 3211
Student Conduct	Policy 3240
Child Abuse, Neglect and Exploitation.....	Policy 3241
Nondiscrimination and Affirmative Action	Policy 5010

Legal References:

Discrimination based on Sex.....	20 USC 1681-1688
Sexual Harassment.....	WAC392-190-056
Regulations, guidelines to eliminate discrimination.....	RCW 28A.640.020

Policy Adopted.....May 2, 2016