

All Personnel

Nondiscrimination in Employment

Unlawful discrimination or harassment of an individual includes:

1. Slurs, epithets, threats or verbal abuse.
2. Derogatory or degrading comments, descriptions, drawings, pictures or gestures.
3. Unwelcome jokes, stories or teasing.
4. Any other verbal, written, visual or physical conduct against the individual which:
 - a. Adversely affects the his/her employment opportunities; or
 - b. Has the purpose or effect of unreasonably interfering with his/her work performance or creating an intimidating, hostile or offensive working environment.

Any employee or applicant for employment who feels that he/she is being unlawfully discriminated against or harassed should immediately contact his/her supervisor or the Superintendent or designee in order to obtain procedures for reporting a complaint. Such complaints can be filed in accordance with AR 4031 - Complaints Concerning Discrimination in Employment. Any employee may bypass his/her supervisor when the supervisor is the alleged offender. (cf. 4031 - Complaints Concerning Discrimination in Employment) (cf. 4119.11/4219.11/4219.11 -Sexual Harassment)

Any supervisor who receives a harassment complaint shall immediately notify the nondiscrimination coordinator or the Superintendent who shall ensure that the complaint is appropriately investigated in accordance with district policy and regulations.

The Superintendent or designee shall ensure that training is provided to all employees regarding the issues of discrimination.