

## EQUAL OPPORTUNITY

The Board of Education, its officers and employees, shall not discriminate against any student, employee, or applicant on the basis of race, color, national origin, creed, religion, marital status, sex, age, or disability.

This policy of nondiscrimination includes: access by students to educational programs, counseling services for students, course offerings and student activities, recruitment and appointment of employees and employment pay, benefits, advancement and/or terminations.

The Board authorizes the Superintendent to establish any and all rules, regulations and procedures necessary to implement and maintain this policy.

Cross-ref: 5311.3, Student Complaints and Grievances  
9010, Equal Employment Opportunity  
9520, Staff Complaints and Grievances

Ref: Title VI, Civil Rights Act of 1964  
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment  
Opportunity Act of 1972  
Executive Order 11246, as amended by E.O.11375 Equal Pay Act,  
as amended by the Education Amendments of 1972  
Title IX, Education Amendments of 1972  
Rehabilitation Act of 1973  
Education for All Disabled Children Act of 1975

Adoption date: January 1, 1993

Reviewed on: November 5, 2007