

Equal Employment Opportunity and Non-Discrimination

The Charter School shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, citizenship status, pregnancy, use of lawful products while not at work, physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

The Charter School will make reasonable accommodation for an individual with a disability known to the School, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the School.

Inquiries regarding discrimination should be directed to the Title IX or Nondiscrimination Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

In compliance with federal regulations, the Charter School will notify annually all students and applicants of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator.

Cross References:	5100 5250	Hiring Process and Criteria Certificated Staff Grievances
Legal References:	Pub. L. 99-603 20 U.S.C. §§ 1681 - 1682 29 U.S.C. § 206(d) 29 U.S.C. §§ 621-34 29 U.S.C. § 701, <i>et seq.</i> 42 U.S.C. §§ 2000(e), <i>et seq.</i> 42 U.S.C. §§ 12101, <i>et seq.</i> 29 C.F.R. Part 1601 29 C.F.R. § 1604.10	Immigration Reform and Control Act of 1986 Title IX of the Education Amendments of 1972 Equal Pay Act of 1963 -Prohibition of Sex Discrimination Age Discrimination in Employment Act of 1967 Section 504 of the Rehabilitation Act of 1973 Title VII of the Civil Rights Act of 1964 Title I of the Americans with Disabilities Act of 1990 Implementing Title VII of Civil Rights Act Pregnancy Discrimination Act -Employment Policies Relating to Pregnancy and Childbirth

34 C.F.R. Part 106

Nondiscrimination on the Basis of Sex in
Education Programs or Activities Receiving
Federal Financial Assistance (Implementing
Title IX)

I.C. § 33-5206

Requirements and Prohibitions of a Public
Charter School

I.C. § 67-5909

Commission on Human Rights - Acts
Prohibited

IDAPA 08.02.04.300

Public Charter School Responsibilities

Policy History:

Adopted on: 03/09/2020

Revised on:

Reviewed on: