

Equal Employment Opportunity and Non-Discrimination

The District shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, 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 District will make reasonable accommodation for an individual with a disability known to the District, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the District.

Inquiries regarding discrimination should be directed to the Superintendent or Human Resources designee at 901 Triangle Drive; Ponderay, ID 83852. Specific written complaints from current employees should follow the Uniform Grievance Procedure in Policy 5250.

Cross Reference: 5100 Hiring Process and Criteria
5250 Uniform Grievance Procedure

Legal Reference: 29 U.S.C. §§ 621, et seq. Age Discrimination in Employment Act,
42 U.S.C. §§ 12111, et seq. Americans with Disabilities Act, Title I,
29 U.S.C. § 206(d) Equal Pay Act,
8 U.S.C. §§ 1324(a), et seq. Immigration Reform and Control Act,
29 U.S.C. §§ 791, et seq. Rehabilitation Act of 1973,
42 U.S.C. §§ 2000(e), et seq. Title VII of Civil Rights Act,
20 U.S.C. §§ 1681, et seq. Title IX of the Education Amendments,
I.C. § 67-5909 Acts Prohibited
29 CFR, Part 1601 Title VII of Civil Rights Act
29 CFR, Part 1604.10 Pregnancy Discrimination Act -
Employment Policies Relating to Pregnancy
and Childbirth

Policy History:

Adopted on: August 9, 2011

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