SUPERINTENDENT POLICY NO. 4030

CLASSIFICATION: Personnel

SUBJECT: Nondiscrimination in Employment

VCOE shall not unlawfully discriminate against or tolerate the harassment of employees or job applicants on the basis of their sex, race, color, religious creed, national origin, ancestry, age over 40, marital status, pregnancy, physical or mental disability, medical condition, Vietnam era veteran status, or actual or perceived sexual orientation.

Equal employment opportunity shall be provided to all employees and applicants. Physically or mentally disabled employees or applicants may request reasonable accommodation.

All employees are expected to carry out their responsibilities in a manner that is free from discriminatory statements or conduct. Employees who permit or engage in discrimination or harassment may be subject to disciplinary action up to and including dismissal.

The Superintendent or designee shall annually publicize this policy and the availability of grievance procedures throughout VCOE.

Legal Reference:

EDUCATION CODE
44100 Legislative intent, affirmative action employment

GOVERNMENT CODE
11135 Unlawful discrimination
12900-12996 Fair Employment and Housing Act

LABOR CODE
1102.1 Employment discrimination: sexual orientation

UNITED STATES CODE, TITLE 20
1683 et seq. Civil Rights Restoration Act

UNITED STATES CODE, TITLE 29
621 et seq. Age Discrimination in Employment Act
791 et seq. Vocational Rehabilitation Act of 1973, Sections 503 and 504
UNITED STATES CODE, TITLE 38
2011 et seq.   Vietnam Era Veterans' Act

UNITED STATES CODE, TITLE 42
2000d & 2000e et seq.   Title VI & Title VII, Civil Rights Act of 1964 as amended
2000h-2 et seq.   Title IX, 1972 Education Act Amendments
12101 et seq.   Americans With Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28
35.107   Designation of responsible employee and adoption of grievance procedures

CODE OF FEDERAL REGULATIONS, TITLE 29
1630.2(r)   Direct threat

CODE OF FEDERAL REGULATIONS, TITLE 34
106.9   Notifications