Nondiscrimination and equal employment opportunity

The Board of Education does not discriminate on the basis of race, color, national origin, sex, (including sexual orientation or transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, “Protected Classes”), in its programs and activities, including employment opportunities.

The Superintendent appoints the Director of Human Resources as the compliance officer who is responsible for coordinating the district’s efforts to comply with applicable federal and state laws and regulations, including the district’s duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The compliance officer shall also verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public. Any sections of the district’s collectively-bargained, negotiated agreements dealing with hiring, promotion, and tenure need to contain a statement of nondiscrimination similar to that in the Board’s statement above. In addition, any gender-specific terms should be eliminated from such contracts.

LEGAL CITATIONS: M.C.L. 37.2101 et seq., 37.1101 et seq.
42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act
42 U.S.C. 200e et seq., Civil Rights Act of 1964
42 U.S.C. 12112, Americans with Disabilities Act Amendment Act of 1990, as amended
20 U.S.C. 1681 et seq., Title IX
29 C.F. R. Part 1635

Policy

Adopted: March 21, 1978
Amended: April 14, 2009
Amended: December 18, 2012