



Book	BYLAWS AND POLICIES
Section	3000 CERTIFIED STAFF
Title	NON-DISCRIMINATION, ANTI-HARASSMENT AND EQUAL EMPLOYMENT OPPORTUNITY
Number	3122
Status	Active
Legal	I.C. 20-33-1-6 I.C. 20-28-10-12 I.C. 20-28-10-13 20 U.S.C. 1681 et seq., Title IX 29 U.S.C. 701 et seq., Rehabilitation Act of 1973 42 U.S.C. 1981 et seq. 42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990 42 U.S.C. 2000 et seq., Civil Rights Act of 1964 29 U.S.C. 623 et seq., Age Discrimination in Employment Act of 1967 U.S. Constitution, XIV Amendment
Adopted	November 17, 2020

1) **General**

- a. It is the policy of the Board to comply all federal, state and local employment opportunity laws. In all hiring and employment practices, the school will make every effort to ensure that it does not discriminate against employees or applicants on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, citizenship status, disability, genetic information or veteran's status, or any other prohibited basis ("Protected Status").
- b. The Board values and promotes diversity in its workplace. Diversity refers to human differences that exist in the workplace, including those based on culture, ethnicity, gender and age. The Board believes that promoting diversity plays an important role in attracting the widest pool of qualified applicants, fostering greater innovation and creativity, and enhancing our communication and relationships with customers and

the community.

- c. The Board is committed to enhancing our diversity and demonstrating that commitment to our employees, customers, and community. The Board promotes diversity by developing policies, programs and procedures that foster a work environment in which differences are respected and all employees are treated fairly.

2) EMPLOYEE COMPLAINTS OF DISCRIMINATION OR HARASSMENT

- a. It is the desire of the Board to establish internal procedures by which employees may pursue complaints of discrimination or harassment on the basis of their Protected Status.
- b. The Executive Director, CEO will develop a detailed procedure to ensure that such complaints are handled promptly and in accordance with applicable law.
- c. The procedure must be a detailed step-by-step process which informs the employee of all of his/her rights at each step of the process. This procedure shall not be available to an employee who is represented by an association or union who has access to a formal grievance procedure and has initiated a grievance through the association or union on the same matter and a decision is rendered at any level on the grievance.