

District: Baldwyn School District
Section: G - Personnel
Policy Code: GAAA - Equal Opportunity Employment

EQUAL OPPORTUNITY EMPLOYMENT

This Board shall not discriminate in its policies and practices with respect to compensation, terms or conditions of employment because of an individual's race, color, ethnic or national origin, religion, gender, height, weight, age, marital status, political beliefs, disability, or handicap which does not impair an individual's ability to perform adequately in that individual's particular position or activity.

As provided under Title IX of the Education Amendments of 1972, no person in the U.S. shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance.

HARASSMENT PROHIBITED

This school district affirms the employee rights under Title VII and therefore "shall not tolerate verbal or physical conduct by any employee, male or female, which harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive, or hostile environment."

The Mississippi Public School Accountability Standard for this policy is standard 1.

LEGAL REF.: 1964 Civil Rights Act, Title VI; 1964 Civil Rights Act, Title VII;
 Executive Order 11246, as amended; 1972 Education Amendments, Title IX;
 45 CFR, Part 86; 1973 Rehabilitation Act, Section 503; 1973 Rehabilitation Act,
 Section 504; 45 CFR, Part 84; 29 U.S.C.A. 621, *et seq.*
Mississippi Public School Accountability Standards

CROSS REF.: Policies GACN - Sexual Harassment
 GBD - Professional Personnel Hiring
 GBR-P - Employees Complaints of Sexual Discrimination /
 Harassment Procedures
 GCRAA - Fair Labor Standards Policy

Adopted Date: 6/11/2015
Approved/Revised Date: 6/11/2015