

MANDATORY

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the Board of Education to comply with all federal and state laws, requirements and regulations prohibiting discrimination. It is the policy of the Board that no staff member, or candidate for a position, in this district shall, on the basis of race, color, religion, military status, national origin, creed or ancestry, age, sex, marital status, ~~or~~ disability, **or genetic information**, be discriminated against, excluded from participation in, denied the benefits of, recruited, employed, assigned, evaluated, provided inservice education or other terms, conditions, and privileges of employment or otherwise be subjected to, discrimination in any program or activity for which the Board is responsible or for which it receives financial assistance from the U.S. Department of Education.

The Superintendent shall act as the compliance officer for the Board. The responsibility of the compliance officer shall be to insure that federal and state regulations are complied with and that any complaints are dealt with promptly in accordance with law.

Notice of the Board's policy on nondiscrimination in employment practices shall be posted throughout the district and published in any district statement regarding the availability of employment.

The Board directs the Superintendent to continually evaluate the district's employment practices to insure that equal opportunities are available to all applicants and employees based upon each individual's qualifications, merit, and job abilities.

LEGAL REFS: O.R.C. Chapter 4112; OAC 3301-35-05

Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff *et seq.*

Adopted: 10/16/2012