

NON-DISCRIMINATION POLICY

PURPOSE:

The Jackson Public School District seeks to ensure it provides equal employment opportunities for all applicants and employees and complies with applicable requirements of all federal and state laws and constitutional provisions. The Board is committed to providing a safe learning and work environment where all members of the school community are treated with dignity and respect.

SCOPE:

This policy applies to all applicants and employees of the Jackson Public School District.

STATEMENT:

The Board of Trustees of the Jackson Public School District is an equal opportunity employer. The Board shall not discriminate against any individual in the district's recruitment or employment practices concerning compensation, terms, conditions, or privileges of employment, because of race, sex, sexual orientation, gender expression or identity, color, age, creed, national origin, genetic information, religion, marital status, disability, or handicap which does not impair an individual's ability to perform adequately in that individual's particular position or activity. Under the Americans with Disabilities Act, a person with a disability is anyone who:

1. Has a mental or physical impairment that substantially limits one or more major life activities such as walking, seeing, speaking, sitting, thinking, breathing, learning, interacting with others, working, reading, standing, lifting, bending, concentrating, manual tasks, and caring for one's self;
2. Has a record of such impairment; or
3. Is regarded as having such impairment.

The Board shall continue to make opportunities for employment and promotion available to every individual, solely based on qualifications and without regard to race, sex, sexual orientation, gender expression or identity, color, age, creed, national origin, genetic information, religion, disability, or marital status. The District shall promote equal opportunities through vigorous recruiting practices as an integral part of Jackson Public School District's personnel policy and shall practice in the employment, development, and advancement, and treatment of employees and applicants of Jackson Public School District.

As provided under Title IX of the Education Amendments of 1972, no person in the U.S. shall, based on 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.

Vacancy information will be available in the office of human resources and may be posted in all district facilities. The superintendent reserves the right to forego the posting of positions in emergencies or based on the needs of the district.

RESPONSIBILITY:

The Superintendent or his designee is responsible for ensuring compliance with this policy. The District shall take appropriate action to promptly and impartially investigate allegations of unlawful discrimination to end the unlawful behavior, to prevent the recurrence of such identified behavior, and to prevent retaliation against the individual(s) who files the complaint and/or any person that participates in the investigation.

To reduce and prevent unlawful discrimination and ensure a respectful school and work environment, the administration is responsible for providing notice of this policy to all district schools and departments.

SOURCE: Jackson Public School District, Jackson, Mississippi; Mississippi School Boards Association

LEGAL REF: Equal Employment Opportunity Act, G.S. 115-72, 115-152, 126-16, 135-5(2); Public Laws 92-318; Title IX of the Educational Amendments of 1972, 88-352; Title VI, 92-261; Equal Opportunity Act of 1972; Section 504 of the Rehabilitation Act of 1973; Age Discrimination in Employment Act of 1967; The Equal Pay Act of 1963; Title I of the Americans with Disabilities Act Amendments Act of 2008; Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA)

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