

## EQUAL OPPORTUNITY EMPLOYMENT

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 employment practices with respect to compensation, terms, conditions, or privileges of employment, because of race, sex, sexual orientation, gender expression or identity, color, age, creed, national origin, 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 which 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 on the basis of qualifications and without regard to race, sex, sexual orientation, gender expression or identity, color, age, creed, national origin, religion, disability, or marital status.

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.

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 emergency situations or based on the needs of the district.

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; the Genetic Information Nondiscrimination Act of 2008 (GINA)

DATE: October 16, 1978

AMENDED: July 21, 1986

July 16, 1990

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December 20, 2016

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