PERSONNEL

Recruitment and Selection: Non-Discrimination

The district will provide equal employment opportunity and treatment for all applicants and staff in the recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity will be provided without discrimination with respect to, race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability.

The board will designate a staff member to serve as the compliance officer.

Legal Reference:

- **RCW 28A.400.310**: Law against discrimination applicable to district's employment practices
- **RCW 28A.640.020**: Regulations, guidelines to eliminate discrimination — Scope
- **RCW 28A.642**: Discrimination prohibition
- **RCW 49.60**: Discrimination — Human Rights Commission
- **RCW 49.60.020**: Freedom from discrimination — Declaration of civil rights
- **RCW 49.60.180**: Unfair practices of employer defined
- **RCW 49.60.400**: Discrimination, preferential treatment prohibited
- **Chapter 73.16 RCW**: Employment and Re-employment
- **WAC 392-190**: Equal Education Opportunity – Unlawful Discrimination Prohibited
- **WAC 392-190-0592**: Public school employment — Affirmative action program
- **42 USC 2000e1–2000e10**: Title VII of the Civil Rights Act of 1964
- **20 USC § 1681 - 1688**: Title IX Educational Amendments of 1972
- **42 USC 12101 – 12213**: Americans with Disabilities Act (IRCA) Immigration Reform and Control Act of 1986
- **8 USC 1324**: Uniformed Services Employment and Reemployment Rights Act
- **38 USC §4301-4333**: Vocational Rehabilitation Act of 1973
- **38 USC §794**: Nondiscrimination on the basis of handicap in Programs or activities receiving federal financial assistance
- **34 CFR § 104**: Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA)

Adopted: June 10, 1992
Amended: December 2010
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