

NONDISCRIMINATION IN EMPLOYMENT

The Board of Trustees prohibits unlawful discrimination against and/or harassment of District employees or job applicants on the basis of their sex, actual or perceived gender or perceived sexual-orientation, race, color, religion, national origin, ancestry, age, marital status, pregnancy, physical or mental disability, medical condition, or veteran status, at any district site and/or activity. The Board also prohibits retaliation against any employee or job applicant who complains, testifies, or in any way participates in the Districts’ complaint procedures instituted pursuant to this policy.

All employees are expected to carry out their responsibilities in a manner that is free from discriminatory statements or conduct. Any District employee who engages or participates in unlawful discrimination or who aids, abets, incites, compels, or causes another to discriminate is in violation of this policy and is subject to disciplinary action, up to and including dismissal. Any District employee who observes or has knowledge of an incident of unlawful discrimination or harassment shall report the incident to the principal, appropriate supervisor or Superintendent as soon as practical. Failure to report discrimination or harassment may result in the disciplinary action of an employee.

(cf. 4119.11 - Sexual Harassment – All Personnel)
(cf. 5183 – Sexual Harassment – Students)

The Superintendent or designee shall regularly publicize this policy and the availability of complaint procedures throughout the District and the community.

(cf. 4031 - Complaints Concerning Discrimination in Employment)
(cf. 4111.1 - Affirmative Action)
(cf. 4119.41 - Employees with Infectious Disease)

Legal References:

- GOVERNMENT CODE
- 11135 Unlawful discrimination*
- 12900-12996 Fair Employment and Housing Act*
- UNITED STATES CODE, Annotated TITLE 20
- 1683 et seq. Civil Rights Restoration Act*
- UNITED STATES CODE, Annotated TITLE 29
- 621 et seq. Age Discrimination in Employment Act*
- 791 et seq. Vocational Rehabilitation Act of 1973, Sections 503 and 504*
- UNITED STATES CODE Annotated TITLE 42
- 12101 et seq. Americans with Disabilities Act*
- 42 USCA Section 2000 C-2, Title VII, Civil Rights Act of 1964*
- 20 USCA Section 1681 et. seq., Title IX, Education*

Policy

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- revised: April 26, 1999
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CAPISTRANO UNIFIED SCHOOL DISTRICT
San Juan Capistrano, California