

EQUAL EMPLOYMENT OPPORTUNITY

The Monroe City School Board and all offices under its jurisdiction declare that no person shall, on the basis of race, color, religion, sex, national origin, disability, or age, be discriminated against in admission or access to or treatment or employment in, its programs and activities. The School Board is an equal employment opportunity agency and is dedicated to a policy of nondiscrimination in employment or training. Qualified persons, applicants or employees shall not be excluded from any course or activity because of age, race, creed, color, sex, religion, national origin, or qualified disability.

The Superintendent and/or appropriate representative, as designated by the School Board, shall investigate any and all complaints that may be brought against any individual school in the school district in regard to any alleged discriminatory action for appropriate treatment by the School Board.

All employees are responsible for complying with this policy. Any form of harassment or discrimination should be immediately reported to the immediate supervisor, who in turn shall report the incident to the Superintendent and/or his/her designee. If the supervisor is the alleged harasser or discriminator, or the employee does not wish to report the matter to his/her supervisor, the employee may submit the complaint directly to the Superintendent or his/her designee for appropriate inquiry, including, when appropriate, investigation.

Further, the School Board prohibits retaliation against any individual for making a complaint under this policy or participating in the investigation of any such complaint.

PERSONS WITH DISABILITIES

In accordance with federal and state statutes addressing nondiscrimination of disabled persons, namely Section 504 of the *Vocational Rehabilitation Act* of 1973 and the *Americans with Disabilities Act* of 1990, the School Board attests that no qualified person with a disability shall, solely by reason of a disability, be denied the benefits of, be excluded from participation in, or be otherwise subjected to discrimination under any program or activity; nor shall a qualified person with a disability be subjected to discrimination in employment.

EMPLOYMENT PRACTICES PROHIBITED

Specifically, the following personnel employment practices are prohibited:

1. Tests - Administration of any test or other criterion which has a disproportionately adverse effect on persons on the basis of gender, unless it is a valid predictor of job success and alternative tests or criterion are unavailable;
2. Recruitment - Recruitment of employees from entities which furnish as applicants only or predominantly members of one gender, if such action has the effect of discriminating on the basis of gender;
3. Compensation - Establishment of rates of pay on the basis of gender;
4. Job Classification - Classification of jobs as being for males or females, unless gender is a bona fide occupational qualification for the particular job in question;

5. Fringe Benefits - Provision of fringe benefits on basis of gender; all fringe benefit plans must treat males and females equally;
6. Marital and Parental Status - Any action based on marital or parental status; pregnancies are considered temporary disabilities within the policy for leave of absence without pay for job-related purposes. No inquiry shall be made by the district in job applications as to the marital status of an applicant, including whether such applicant is "Miss or Mrs.". But, inquiry may be made as to the gender of a job applicant for employment if made of all applicants and is not a basis for discrimination;
7. Employment Activities - Any expression of preference, limitation, or specification based on gender, unless gender is a bona fide occupational qualification for the particular job in question.

Ref: [U.S. Constitution, Amend. XIV, Sec.1](#)
[20 USC 1681](#) (*Title IX of the Education Amendments of 1972*)
[29 USC 621](#) (*Age Discrimination in Employment*)
[29 USC 623](#) (*Age Discrimination Act of 1967*)
[29 USC 631](#) (*Age limits*)
[29 USC 701](#) (*Vocational Rehabilitation and Other Rehabilitation Services*)
[29 USC 705](#) (*Rehabilitation Act of 1972*)
[29 USC 794](#) (*Nondiscrimination under Federal Grants*)
[42 USC 2000d](#) (*1964 Civil Rights Act*)
[42 USC 12101](#) et seq. (*Americans with Disabilities Act of 1990*)
Constitution of Louisiana, [Art. I, Sec. 3](#), [Art. X, Sec. 10](#)
La. Rev. Stat. Ann. §§[17:111](#), [23:301](#), [23:302](#), [23:303](#), [23:311](#), [23:312](#), [23:314](#), [23:322](#),
[23:323](#), [23:324](#), [23:332](#), [23:334](#), [23:342](#), [23:352](#), [23:368](#)
[Griggs v. Duke Power Company](#), 91 S.Ct. 849 (1979)
[Singleton v. Jackson Municipal Separate School District](#), 419 F.2d 1211 (5th Cir. 1979)
Board minutes, 2-6-02, 3-7-06

Monroe City School Board