



Responsible Office: Office of Human Resources

BOARD POLICY 4111

EQUAL OPPORTUNITY IN EMPLOYMENT

PURPOSE

The Board of Trustees of the Washoe County School District is committed to equal opportunity in employment. The District will make strong, positive efforts to ensure that all persons are given full and appropriate consideration for employment, promotions, training, and participation in all District sponsored programs. This policy, and its accompanying documents, will describe and define this commitment.

POLICY

1. The District seeks to employ and retain the individual who is best qualified for a particular position regardless of race, color, religion, sexual orientation, gender identity or expression, genetic information, national origin, sex, age, marital status, disability or the presence of any sensory, physical or mental handicap unless the disability disqualifies an applicant because of a bona fide position requirement.
2. Equal employment opportunity includes all aspects of employment: recruitment, selection, training, promotion, compensation, benefits, leave, transfer, and termination.
3. The District will offer reasonable accommodations to qualified applicants and employees with a known disability except where such accommodations pose an undue hardship to the District.
 - a. Any qualified applicant or employee with a disability who needs reasonable accommodations should notify a representative in the Office of Human Resources' Labor Relations Department.
4. All employees of the District will familiarize themselves with the District's policies regarding equal opportunity.
5. The District will work cooperatively with appropriate federal and state agencies and community organizations which share its equal opportunity objectives.

DEFINITIONS

1. Pursuant to NRS 613.310:
 - a. "Disability" means, with respect to a person: a) a physical or mental impairment that substantially limits one or more of the major life activities of the person, including, without limitation, the human immunodeficiency virus; b) a record of such an impairment; or c) being regarded as having such an impairment.
 - b. "Gender identity or expression" means a gender-related identity, appearance, expression or behavior of a person, regardless of the person's assigned sex at birth.
 - c. "Sexual orientation" means having or being perceived as having an orientation for heterosexuality, homosexuality or bisexuality.

DESIRED OUTCOMES

1. Through this and related documents, the Board of Trustees shall promote a culture of respect that prohibits discriminatory practices. All employees are encouraged to foster an environment where individuals are judged on their merits, and to promote a workplace free of discriminatory policies and practices.
2. This policy, and related governing documents shall assist in the implementation and maintenance of effective anti-discriminatory employment practices; procedures for investigating discrimination complaints; and programs to educate employees about unlawful discriminatory practices

IMPLEMENTATION GUIDELINES

1. This policy aligns with the District's Strategic Plan.
2. This policy aligns with the following governing documents of the District:
 - a. Board Policy 9031, Safe and Respectful Learning Environment
 - b. Board Policy 9201, Bullying, Harassment and Discrimination Prohibited
 - c. Administrative Regulation 4111, Equal Opportunity in Employment – Complaint Procedures
 - d. Administrative Regulation 4111.5, Safe and Respectful Learning Environment

- e. Administrative Procedure (Form) LEG-F122, Staff Complaint Form on Bullying, Harassment and Intimidation
- 3. This policy aligns and complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC) to include:
 - a. Chapter 388, System of Public Instruction, and specifically:
 - i. NRS 388.121 – 388.139, Provision of Safe and Respectful Learning Environment
 - b. Chapter 613, Employment Practices, and specifically:
 - i. NRS 613.310 – 613.435, Equal Opportunities for Employment
- 4. This policy aligns and complies with federal laws and regulations, to include:
 - a. Title II, Americans with Disabilities Act as Amended (ADAA)
 - b. The Civil Rights Act of 1964
 - c. Title IX of the Education Amendments of 1972 (Title IX)
 - d. Age Discrimination Act of 1975

REVIEW AND REPORTING

- 1. This policy will be reviewed and monitored annually by the Office of the General Counsel for changes to both federal and state law, as well as applicable case law. Data related to complaints will be reported annually to the Board of Trustees.

REVISION HISTORY

Date	Revision	Modification
6/8/1976	1.0	Adopted
6/25/1991	2.0	Revised
10/27/1992	3.0	Revised
7/14/1998	4.0	Revised
10/29/2013	5.0	Revised: to include statutorily mandated language
12/21/2015	5.1	Revised: to update the implementation guideline references