

BOARD POLICY

Non-Discrimination – Employees and Applicants

General Provisions

The Garden Grove Unified School District prohibits discrimination against and/or harassment of district employees and job applicants at any district site or activity on the basis of actual or perceived race, color, ancestry, national origin, citizenship, ethnic group identification, religion, age (40 or older), marital status, pregnancy, sexual orientation, gender, gender identity, gender expression, mental or physical disability, medical condition (cancer related or genetic), service in the Uniformed Services (as determined by the Uniformed Services Employment and Reemployment Act of 1994), or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics.

Prohibited harassment consists of unwelcome conduct, whether verbal, physical, or visual, based on any of the prohibited categories of discrimination that is so severe or pervasive that it unreasonably interferes with an individual's employment opportunities or creates an intimidating, hostile, or offensive work environment.

This policy prohibits discrimination in every aspect of employment, including but not limited to, recruitment, hiring, job assignments and promotions, pay and benefits, discipline, and other terms and conditions of employment.

The district also prohibits retaliation against any individual who complains, testifies, assists, or in any way participates in the district's complaint procedures instituted pursuant to this policy. Conduct that aids, abets, incites, compels, or coerces another to engage or attempt to engage in behavior that violates this policy also is prohibited.

Any employee who violates this policy may be disciplined up to and including termination in accordance with law, Board policy, and applicable collective bargaining agreements.

Employment-related complaints of discrimination shall be filed, investigated, and resolved pursuant to Administrative Regulation 4010.1 - Procedures for Reporting and Responding to Reports of Discrimination/Harassment.

The superintendent or the designee shall regularly publicize, within the district and in the community, the district's nondiscrimination policy and the availability of complaint procedures. Such publication shall be included in each announcement, bulletin, or application form that is used in employee recruitment.

The district's policy shall be posted in all schools and offices, including staff lounges and student government meeting rooms.

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Ref: EC Sections 200-262.4; Government Code Sections 11135, 12920-12996
Civil Code Section 51.7; Penal Code Section 422.55
California Code of Regulations, Title 2, Section 7287.6
California Code of Regulations, Title 5, Sections 4900-4965
United State Code, Title 20, Sections 1681-1688
United State Code, Title 29, Sections 621-634

Adopted: January 14, 1969
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