

HUMAN RESOURCES

Affirmative Action and Nondiscrimination

The district shall provide equal employment opportunity for all applicants and employees and will not tolerate unlawful discriminatory practices in recruitment, hiring, retention, assignment, transfer, promotion and training; such equal employment opportunity will be provided without discrimination on the basis of race, color, national origin, creed, religion, sex, sexual orientation including gender expression or identity, marital status, age, honorably discharged veteran or military 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.

District employees shall be free from harassment based on legally protected attributes or characteristics. The district shall implement programs and practices that value diversity, ensure equity, and build understanding, awareness, and appreciation of the diverse array of human characteristics, needs and perspectives that influence the district environment.

The district shall also make reasonable accommodation to the known sensory, mental or physical limitations of an otherwise qualified disabled applicant or employee unless an accommodation would impose an undue hardship on the operation of the district program.

The district is committed to undertake affirmative action which will provide equal employment opportunities for all employees and applicants for employment. Such affirmative action shall include a review of programs, monitoring of the workforce composition, and use of employment procedures which ensure equal employment opportunities for minority and female employees and applicants.

It shall be the responsibility of the superintendent or designee to develop an Affirmative Action Plan and procedures to be followed by management and supervisory personnel in all schools and departments of the district to carry out the provisions and intent of this policy.

Cross References: [Board Policy 2030](#)
[Board Policy 2152](#)

[Board Policy 3205](#)
[Procedure 5010P](#)
[Board Policy 5161](#)
[Board Policy 5320.6](#)

Service Animals in Schools
Nondiscrimination on the Basis of Sex in
Education Programs and Activities and Title IX
Harassment
Affirmative Action and Nondiscrimination
Civility in the Workplace
Military Leave

Legal References: [RCW 28A.400.310](#)

[RCW 28A.640.020](#)

[Chapter 28A.642 RCW](#)
[Chapter 49.60 RCW](#)

Law against discrimination applicable to districts' employment practices
Regulations, guidelines to eliminate discrimination—
Scope—Sexual harassment policies
Discrimination prohibition
Discrimination—Human rights commission

RCW 49.60.030	Freedom from discrimination—Declaration of civil rights
RCW 49.60.180	Unfair practices of employers
RCW 49.60.400	Discrimination, preferential treatment prohibited
Chapter 73.16 RCW	Employment and reemployment
WAC 162-22-025	Unfair practice
Chapter 392-190 WAC	Equal educational opportunity—Unlawful discrimination prohibited
WAC 392-190-0592	Public school employment—Affirmative action program
WAC 392-190-060	Compliance—School district or public charter school—
WAC 392-190-065	Designation of responsible employee—Notification
WAC 392-190-070	Compliance—Complaint procedure—School district or public charter school
WAC 392-190-075	Compliance—Appeal procedure—School district or public charter school
WAC 392-190-076	Compliance—Complaint procedure—Office of superintendent of public instruction
WAC 392-190-077	Monitoring—Duty of the superintendent of public instruction
WAC 392-190-079	Monitoring procedures—Results
WAC 392-190-080	Monitoring—Appeal procedure
WAC 392-190-081	Violations—Permissible sanctions
WAC 392-190-082	Concurrent claims and remedies
8 USC 1324	Informing citizens about complaint procedures
20 USC 1681-1688	Immigration Reform and Control Act of 1986 (IRCA)
29 USC 794	Title IX Educational Amendments of 1972
34 CFR 104	Vocational Rehabilitation Act of 1973
38 USC 4212	Nondiscrimination on the basis of handicap in programs or activities receiving federal financial assistance
38 USC 4301-4333	Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA)
42 USC 2000e1-2000e10	Uniformed Services Employment and Reemployment Rights Act
42 USC 12101-12213	Title VII of the Civil Rights Act of 1964
	Americans with Disabilities Act

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