

Category: 7000 PERSONNEL	Policy Number: 7555
Policy Title: Non-Discrimination in Employment	Effective Date: April 16, 2008

The board is committed to a policy of non-discrimination in employment in relation to race, color, religion, sex, national origin, citizenship, alienage, disability, or military service.

A qualified individual with a disability is anyone who meets the skill, experience, education, and other job-related requirements of a position, and who, with or without reasonable accommodation, can perform the essential functions of a job.

Legal Reference:

- Americans with Disabilities Act of 1991
- Title VII of the Civil Rights Act of 1965
42 USC Section 2000e *et seq.*
- Title VI of the Civil Rights Act 1964,
42 USC Section 2000d *et seq.*
- Section 1981 of the Civil Rights Act of 1866,
42 USC Section 1981
- Section 1983 of the Civil Rights Act of 1871
42 USC Section 1983
- The Equal Pay Act of 1963
29 USC Section 206d
- Title IX of the Education Amendments of 1972
20 USC Section 1681
- The Age Discrimination and Employment Act of 1967
29 USC Section 621 *et seq.*
- The Americans with Disabilities Act of 1990
42 USC Section 12101 *et seq.*
- Section 504 of the Vocational Rehabilitation Act of 1973
29 USC Section 794
- Idaho Commission on Human Rights
Idaho Code Section 67-5901 *et seq.*

Reference: Procedure 7555p, “Non-Discrimination in Employment”

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<p>It is the policy of Snake River School District 52 to prohibit employment discrimination against qualified individuals in relation to race, color, religion, sex, national origin, citizenship, alienage, disability or military service. Any employee wishing to file a grievance against the District for an alleged employment discrimination must use one of the following procedures:</p> <ol style="list-style-type: none"> 1. Grievance Procedure for Certificated Personnel, 7160p. 2. Grievance Procedure for Non-Certificated Personnel, 7220p. <p style="text-align: center;">Snake River School District 52, 103 South 900 West, Blackfoot, Idaho 83221</p>	