

PERSONNELGENERAL PERSONNEL – Non-Discrimination

It shall be the policy of the Regional Office of Education to prohibit discrimination against any employee on account of race, color, creed, religion, national origin, ancestry, sex, age, marital status, physical or mental handicap unrelated to ability, or unfavorable discharge from the military. The prohibition against discrimination on account of sex is also intended to bar sexual harassment in any form.

Any employee who believes he/she has been discriminated against by any supervisor, co-worker, or non-employee should immediately notify his/her supervisor, or if the supervisor is alleged to have discriminated, the Regional Superintendent may be notified. Such complaint may be in writing and contain a summary of the nature of the alleged discriminatory conduct. A copy of the complaint should be sent to the Regional Superintendent or his/her designee. If the Regional Superintendent is alleged to have discriminated, a copy of the complaint should be sent to the Assistant Regional Superintendent.

When there is evidence of violation of this policy or violation of provisions of Title VII and/or Title IX as they apply to sex discrimination, the Regional Superintendent shall take appropriate action, including warning and/or disciplinary action as warranted.

Leg. Ref.: Meritor Savings v. Vinson (U.S. Supreme Court, 1986)
Title VII, Sex Discrimination under the Civil Rights Action of 1964
Title IX, Non-discrimination on the Basis of Sex in Education
Programs and Activities Receiving or Benefiting from Federal Financial
Assistance of the Educational Amendments of 1972

Cross Ref.: 500.08, 500.23/R

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