San Benito High School District shall not unlawfully discriminate against or tolerate the harassment of employees or job applicants on the basis of their gender, race, color, religious creed, national origin, ancestry, age over 40, pregnancy, physical or mental disability, medical condition, Vietnam era veteran status, or actual or perceived sexual orientation.

Equal employment opportunity shall be provided to all employees and applicants. Physically or mentally disabled employees or applicants may request reasonable accommodation.

All employees are expected to carry out their responsibilities in a manner that is free from discriminatory statements or conduct. Employees who permit or engage in discrimination or harassment may be subject to disciplinary action up to and including dismissal.

The Superintendent or designee shall annually publicize this policy and the availability of grievance procedures throughout the District and the community.

Legal Reference:
- EDUCATION CODE
  44100 Legislative intent, affirmative action employment
- GOVERNMENT CODE
  11135 Unlawful discrimination
  12900-12996 Fair Employment and Housing Act
- LABOR CODE
  1102.1 Employment discrimination: sexual orientation
- UNITED STATES CODE, TITLE 20
  1683 - 1688 Civil Rights Restoration Act
- UNITED STATES CODE, TITLE 29
  621 - 634 Age Discrimination in Employment Act
  791 - 797 Vocational Rehabilitation Act of 1973, Sections 503 and 504
- UNITED STATES CODE, TITLE 38
  2011 et seq. Vietnam Era Veterans' Act
- UNITED STATES CODE, TITLE 42
  2000d - 2000d-7 Title VI, Civil Rights Act of 1964
  2000e - 2000e-17 Title VII, Civil Rights Act of 1964 as amended
  2000h - 2000h-6 Title IX, 1972 Education Act Amendments
  12101 - 12213 Americans With Disabilities Act
- CODE OF FEDERAL REGULATIONS, TITLE 28
  35.107 Designation of responsible employee and adoption of grievance procedures
- CODE OF FEDERAL REGULATIONS, TITLE 29
  1630.2(r) Direct threat
- CODE OF FEDERAL REGULATIONS, TITLE 34
  106.9 Notifications

Adopted: November 3, 1999