Equal Employment Opportunity

The Office is an equal employment opportunity employer and is committed to implementing a policy of nondiscrimination in all aspects of employment. The Office shall provide equal opportunity to all applicants and employees without regard to race, color, religion, pregnancy, sex, sexual orientation, gender identity or perceived sex or gender, genetic information or characteristics (with respect to the applicant, employee, or a family member), national origin, ancestry, age, physical or mental disability, medical condition, family care status, marital status, veteran’s status, uniformed service, or other basis protected by state or federal laws.

The Office shall not unlawfully discriminate based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. The Office shall take such affirmative action as is necessary to ensure implementation of this policy in recruitment, hiring, placement, training, promotion, compensation, transfer, termination, conditions and privileges of employment, and, in fact, all employment practices.

To comply with applicable laws ensuring equal employment opportunities to qualified individuals with a disability, the Office shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result. All levels of management are accountable for adherence to this policy and responsible for its dissemination to all employees under their supervision.

Responsibility for implementation of this policy is assigned to the Superintendent.

Legal References:
- California Fair Employment and Housing Law (FEHA)
- Title VII of the Civil Rights Act of 1964
- Americans with Disabilities Act
- Age Discrimination in Employment Act
- Equal pay Act
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- The Federal Rehabilitation Act

Adopted SMCBE 10/05/83; Revised 04/15/87, 06/01/88, 09/01/93, 11/15/06, 03/18/09