BOARD POLICY
Irvine Unified School District

4111.1

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the Irvine Unified School District to provide employment opportunities, training, compensation, promotion and other conditions of employment without regard to *characteristics such as race or ethnicity, color, ancestry, national origin, nationality, ethnic group identification, age, religion, actual or potential parental, family or marital status, or the exclusion of any person because of pregnancy or related condition, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics* ~~race, color, ancestry, national origin, religion, sex, disability, or age,~~ except where such criteria represent an essential bona fide occupational requirement.

It is the policy of this District to apply nondiscriminatory job-related standards to conditions of employment and maintain such standards at a level consistent with the needs of local students. It is the policy to affirmatively seek out individuals who may not be represented in the District.

The Irvine Unified School District shall comply with the letter and the spirit of state and federal laws prohibiting discrimination in employment.

Complaints involving unequal treatment will be processed in accordance with District policy 4030 - Nondiscrimination in Employment.

Legal Reference:
Education Code
200-261 Prohibition of discrimination
44100-44105 Affirmative action employment
44830.5 Assignment of certificated employees to district; ethnic ratio

Administrative Code, Title 5

Government Code
12920-12921 Nondiscrimination
12940 et seq. Discrimination prohibited; Unlawful practices, generally

Title VII, Civil Rights Act of 1964 as amended
Title IX, 1972, as amended

Policy Adopted: April 25, 1973
Revised: August 24, 1977
Revised: January 21, 1980
Revised: February 19, 1991
Revised: May 18, 2004
Policy Revised: