



Responsible Office: Office of Human Resources

BOARD POLICY 4400

EQUAL OPPORTUNITY IN EMPLOYMENT

PURPOSE

The Washoe County School District (“District”) is an equal opportunity employer. The Board of Trustees (“Board”) is committed to ensuring that, in accordance with anti-discrimination laws, there is no harassment or discrimination in employment opportunities toward employees or applicants for employment. This policy, and its accompanying documents, will describe and define this commitment.

POLICY

1. Guiding Principles

- a. The District seeks to recruit, employ, and retain the best qualified regardless of actual or perceived race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), national origin, native language, age (against individuals 40 years of age or older), sexual orientation, gender identity or expression, genetic information, veterans or military status, political affiliation, marital status, disability, lawful use of any product when not at work, or opposing unlawful employment practices.
- b. The District seeks to employ and maintain a qualified work force that reflects the diverse community served by the District.
- c. Employment decisions for initial employment, transfer, and promotion shall be based on the candidate’s ability to satisfy the qualifications outlined in the job description.
- d. The District shall comply with applicable state and federal laws, as well as the appropriate federal and state agencies which share its equal opportunity objectives.

2. Governing Practices

- a. This policy:
 - i. Applies to all opportunities and privileges of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training; and

- ii. Prohibits retaliation against any District employee or job applicant who complains, is a witness, or otherwise participates in the District's complaint procedures instituted pursuant to this policy.
- b. Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. The District will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including dismissal from service with the District.
- c. The Superintendent may adopt regulations necessary to implement and maintain the principles of this policy. This includes, but is not limited to:
 - i. Providing notice to existing and prospective employees of the District's equal opportunity in employment policy and applicable regulations and procedures; and
 - ii. Establishing methods for handling concerns and complaints related to potential civil rights violations, to include reasonable accommodations to qualified applicants and employees.

DEFINITIONS

1. As used in this policy and in accordance with state law:
 - a. "Disability" means, with respect to a person: a) a physical or mental impairment that substantially limits one or more of the major life activities of the person, including, without limitation, the human immunodeficiency virus; b) a record of such an impairment; or c) being regarded as having such an impairment.
 - b. "Gender identity or expression" means a gender-related identity, appearance, expression or behavior of a person, regardless of the person's assigned sex at birth.
 - c. "Sexual orientation" means having or being perceived as having an orientation for heterosexuality, homosexuality or bisexuality.

DESIRED OUTCOMES

1. Through this and related documents, the Board of Trustees shall promote a culture of respect that prohibits discriminatory practices. All employees are encouraged to foster an environment where individuals are judged on their merits, and to promote a workplace free of discriminatory policies and practices.
2. This policy, and related governing documents shall assist in the implementation and maintenance of effective anti-discriminatory employment practices; procedures for investigating discrimination complaints; and programs to educate employees about unlawful discriminatory practices

IMPLEMENTATION GUIDELINES

1. This policy aligns with the District's Strategic Plan and aligns/complies with the governing documents of the District, to include:
 - a. Board Policy 9200, Harassment and Discrimination Prohibited
 - b. Administrative Regulation 4425, Staff Complaint Process: Harassment, Sexual Harassment, and Intimidation
 - c. Administrative Regulation 4430, Sexual Harassment and Misconduct by Staff
 - d. Administrative Procedure (Form) LEG-F122, Staff/Job Applicant Complaint Form Regarding Workplace Discrimination
2. This policy complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC) to include:
 - a. Chapter 613, Employment Practices, and specifically:
 - i. NRS 613.310 – 613.435, Equal Opportunities for Employment, General Provisions
 - ii. NRS 613.4653 – 613.4383, Nevada Pregnant Workers' Fairness Act
3. This policy aligns and complies with federal laws and regulations, to include:
 - a. Title II, Americans with Disabilities Act as Amended (ADAA)
 - b. The Civil Rights Act of 1964
 - c. Title IX of the Education Amendments of 1972 (Title IX)
 - d. Age Discrimination Act of 1975

REVIEW AND REPORTING

1. This document shall be reviewed as part of the bi-annual review and reporting process, following each regular session of the Nevada Legislature. The Board shall receive notification of any required changes to the policy.
2. Administrative regulations, and/or other associated documents, will be developed as necessary to implement this policy. The Board shall receive notification of the adoption and/or revision of any implementing administrative regulations.

REVISION HISTORY

Date	Revision	Modification
6/8/1976	1.0	Adopted
6/25/1991	2.0	Revised
10/27/1992	3.0	Revised

7/14/1998	4.0	Revised
10/29/2013	5.0	Revised: to include statutorily mandated language
12/21/2015	5.1	Revised: to update the implementation guideline references
6/4/2019	6.0	Revised: cleaned up language related to protected classes; number changed from 4111