

Hampton School District Policy	Section: <u>G</u> Code: GBA Title: Equal Opportunity Employment Category: R (Recommended) Page: 1 of 1
---------------------------------------	---

EQUAL OPPORTUNITY EMPLOYMENT

The School District will recruit and consider candidates without regard to gender, sexual orientation, age, race, color, religion, country of origin, disability, or other reasons unrelated to ability to perform the requirements of the job. When there are opportunities for promotions and qualifications are equal, consideration will be given first to employees. The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The School District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to gender, sexual orientation, age, race, color, religion, country of origin, sex (except where sex is a bona fide occupational requirement), and disability, except for other reasons related to ability to perform the requirements of the job.

Inquiries, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

As required by Title IX of the 1972 Education Amendments, it is School District policy not to discriminate on the basis of sex in its educational programs, activities or employment policies. Inquiries regarding compliance with Title IX may be directed to the Office of Superintendent of Schools, Alumni Drive, Hampton, New Hampshire or to the Director of the Office for Civil Rights, Department of Health, Education, and Welfare, Washington, D.C.

- Legal References:
- RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right
 - RSA 354-A:7, Unlawful Discriminatory Practices
 - The Age Discrimination in Employment Act of 1967
 - Title II of The Americans with Disabilities Act of 1990
 - Title VII of The Civil Rights Act of 1964 (15 or more employees)
 - RSA 186:11, XXXIII, Discrimination
 - RSA 275:71, Prohibited Conduct by Employer

Appendix: AC

Adopted:	DATE: October 6, 1986, November 9, 2010, Feb 10, 2015
Reviewed:	Sept 2010, Jan 2015
Revised:	November 8, 2005, November 2014
Cancellation:	