



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.

DEFINITIONS

1. "Disability" with respect to a person, means:
 - a. A physical or mental impairment that substantially limits one or more of the major life activities of the person;
 - b. A record of such an impairment; or
 - c. Being regarded as having such an impairment.
2. "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.

POLICY

1. 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.
2. The District seeks to employ and maintain a qualified work force that reflects the diverse community served by the District.
3. 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.

4. 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.
5. This Board Policy applies to all opportunities and privileges of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.
6. The Board hereby directs the Superintendent to adopt an Administrative Regulation to implement and maintain the purpose of this Board Policy. The Superintendent shall include in the Administrative Regulation the following provisions:
 - a. Providing notice to existing and prospective employees of this Board Policy and applicable regulations and procedures; and
 - b. Establishing methods for handling concerns and complaints related to potential violations of this policy.

LEGAL REQUIREMENTS AND ASSOCIATED DOCUMENTS

1. This Board 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.
2. This Board 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; and
 - ii. NRS 613.4653 – 613.4383, Nevada Pregnant Workers' Fairness Act.
3. This Board 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); and
 - d. Age Discrimination Act of 1975.

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 |
| 10/26/21 | 7.0 | Revised: updated definitions, format changes. |