



Book	Policy Manual
Section	4000 PERSONNEL
Title	Nondiscrimination in Employment
Code	BP 4030
Status	Active
Last Revised	July 11, 2011

The District and its employees shall not unlawfully discriminate against or harass employees or job applicants on the basis of sex, race, color, religious creed, national origin, ancestry, age over 40, marital status, physical or mental disability, Vietnam era veteran status, genetic information, or good faith reporting to the Board on a matter of public concern.

Equal opportunity shall be provided to all employees and applicants in every aspect of personnel policy and practice. The District shall not discriminate against physically or mentally disabled persons who, with reasonable accommodation, can perform the essential functions of the job in question.

The Superintendent shall publicize this policy annually throughout the District and the community.

Legal Reference:

ALASKA STATUTES

- 14.18.010 Discrimination based on sex and race prohibited
- 14.18.020 Discrimination in employment prohibited
- 14.18.090 Enforcement by state board of education and early development

ALASKA ADMINISTRATIVE CODE

- 4 AAC 06.510 Discrimination in hiring practices

UNITED STATES CODE

- 29 U.S.C. 621-634 Age Discrimination In Employment Act
- 29 U.S.C. 791 et seq. Vocational Rehabilitation Act of 1973, Sections 503 and 504
- 38 U.S.C. 2011 et seq. Vietnam Era Veterans' Act
- 42 U.S.C. Ch. 21F Prohibiting Employment Discrimination on the Basis of Genetic Information
- 42 U.S.C. 2000d-2000d-7 Title VI of the Civil Rights Act
- 42 U.S.C. 2000e-2000e-17 The Equal Employment Opportunities Act
- 42 U.S.C. 12101-12213 Americans With Disabilities Act

Cross References	BP 0411 - Service Animals
	BP 1312.3 - Public Complaints Concerning Discrimination
	BP 4119.11 - Sexual Harassment
	E 4030 - Employee Notice Protection for Whistle Blowers