

FAIR EMPLOYMENT

The Board of Education shall 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, 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 Murrieta Valley 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.

Recruitment, selection, and employment practices of the District shall provide a concerted effort to hire and promote qualified individuals. The administration shall make an effort to assign staff to each school so that a reasonable representation of ethnic minorities and women are available to students as positive role models. (Education Code 44100 et seq.)

- (cf. 0410 - Nondiscrimination in District Programs and Activities)*
- (cf. 1312.3 - Uniform Complaint Procedures)*
- (cf. 4030 - Nondiscrimination in Employment)*
- (cf. 4031 - Complaints Concerning Discrimination in Employment)*
- (cf. 4032 - Reasonable Accommodations)*
- (cf. 4119.11/4219.11/4319.11 - Sexual Harassment)*
- (cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)*
- (cf. 4154/4254/4354 - Health and Welfare Benefits)*

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination

44100-44105 Affirmative action employment

44337 Teachers with disabilities; training; hiring

44338 Teachers with disabilities; health and safety of others

44830 Employment restricted to persons possessing prescribed qualifications: public policy of State against discrimination on basis of race, etc.

44830.5 Assignment of certificated employees to district; ethnic ratio

44858 Discrimination in employment practices for positions requiring certification qualifications

45023.5 Compensation for work beyond the instructional day

45293 Questions to be asked candidates; discrimination prohibited

CALIFORNIA LABOR CODE

1197.5 California Equal Pay Law

CIVIL CODE

51.7 Freedom from violence or intimidation

FAIR EMPLOYMENT (continued)

Legal Reference (continued):

CODE OF REGULATIONS, TITLE 2

7287.6 Terms, conditions, and privileges or employment

Code OF REGULATIONS, TITLE 5

30-31 Affirmative action employment programs

4900-4965 Nondiscrimination in elementary and secondary education

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 34

100.6 Compliance information

104.7 Designation of responsible employee for Section 504

104.8 Notice

106.8 Designation of responsible employee and adoption of grievance procedures

106.9 Dissemination of policy

GOVERNMENT CODE

11000 Definitions

11135 Unlawful discrimination

11138 Rules and regulations

12900-12996 Fair Employment and Housing Act

54953.2 Brown Act compliance with Americans with Disabilities Act

PENAL CODE

422.56 Definitions

UNITED STATES CODE, TIL 20

1400-1487 Individuals with Disabilities Education Improvement Act of 2004

1681-1688 Title IX of the Education Amendments of 1972

UNITED STATES CODE, TIL 29

206d Equal Pay Act of 1963, as amended

621-634 Age Discrimination in Employment Act

701 et seq Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 38

4212 Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964, as amended

2000e-2000e-17 Title VII, Civil Rights Act of 1964, as amended

2000ff-2000ff-11 Genetic Nondiscrimination Act of 2008

2000h-2000h-6 Title IX, Civil Rights Act of 1964

12101 et seq. Americans with Disabilities Act

COURT DECISIONS

City of Richmond V. J.A. Croson Co., 488 U.S. 469 (1989)

Johnson V. Transportation Agency, Santa Clara 480 U.S. 616 (1987)

United Steel Workers V. Weber 443 U.S. 193 (1979)

Policy
adopted: May 22, 1991
revised: March 12, 2020

MURRIETA VALLEY USD
Murrieta, California