

**SECRET**      **UNCLASSIFIED**      **CONFIDENTIAL**      **SECRET**  
**SECRET**      **CONFIDENTIAL**      **SECRET**

Agenda Item# 9.1g

**DATE** \_\_\_\_\_: November 20, 2014

**BY** \_\_\_\_\_: **BB**                      **d**      **Pp**      4030

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: \_\_\_\_\_)
- Conference/Action
- Action
- Public Hearing

**DO** \_\_\_\_\_: Human Resources/Legal

**REVISIONS**      **d**                      : Approve revisions to B-14(TD 4 22 667 Tw 6 )Tj 0.me

# **Sacramento City USD**

## **Board Policy**

### **Nondiscrimination In Employment**

BP 4030

#### **Personnel**

The Governing Board prohibits unlawful discrimination, intimidation, bullying against and/or harassment of district employees and job applicants on the basis of actual or perceived race, color, national origin, nationality, ancestry, ethnicity, ethnic group identification, religious creed, religion, age, marital status, pregnancy, physical or mental disability, disability, medical condition, veteran status, gender, gender identity, gender expression, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics at any district site and/or activity. The Board also prohibits retaliation against any district employee or job applicant who complains, testifies or in any way participates in the district's

## Other Remedies

An employee may, in addition to filing a discrimination complaint with the district, file a complaint with either the Equal Employment Opportunity Commission (EEOC) or the California Department of Fair Employment and Housing (DFEH). The time limits for filing such complaints are as follows:

1. To file a valid complaint with EEOC, the employee must file his/her complaint within 300 days of the alleged discriminatory act(s). (42 USC 2000e-5)
2. To file a valid complaint with DFEH, the employee must file his/her complaint within one year of the alleged discriminatory act(s). (Government Code 12960)

Employees wishing to file complaints with the DFEH and EEOC should contact the nondiscrimination coordinator for more information.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June, 1999

Enforcement Guidance: Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, March, 1999

OFFICE OF CIVIL RIGHTS

Notice of Non-Discrimination, January, 1999

# Sacramento City USD

## Board Policy

### Nondiscrimination In Employment

BP 4030

#### Personnel

The Governing Board prohibits unlawful discrimination, **intimidation, bullying** against and/or harassment of district employees and job applicants on the basis of actual or perceived race, color, national origin, **nationality**, ancestry, **ethnicity, ethnic group identification**, religious creed, **religion**, age, marital status, pregnancy, physical or mental disability, **disability**, medical condition, veteran status, gender, **gender identity, gender expression, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics** at any district site and/or activity. The Board also prohibits retaliation against any district employee or job applicant who complains, testifies or in any way participates in the district's

## Other Remedies

An employee may, in addition to filing a discrimination complaint with the district, file a complaint with either the Equal Employment Opportunity Commission (EEOC) or the California Department of Fair Employment and Housing (DFEH). The time limits for filing such complaints are as follows:

1. To file a valid complaint with EEOC, the employee must file his/her complaint within

