Equal Employment Opportunity

Nondiscrimination

The Superintendent shall adhere to a policy of equal employment opportunity in all personnel matters. No person shall be subjected to discrimination in regard to employment, retention, promotion, demotion, transfer or dismissal because of race, color, religion, sex, genetic information, national or ethnic origin, political affiliation, marital status, age or disabling condition.¹

Individuals with Disabilities

No qualified person with a disability, as defined by law, shall, on the basis of the disability, be subject to discrimination in employment.²

District employment practices shall be in accordance with procedures addressing requirements of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973.

No human immunodeficiency virus (HIV) related test shall be required as a condition of hiring, promotion, or continued employment, unless the absence of HIV infection is a bona fide occupational qualification for the job in question as defined in KRS 207.135.

Reasonable Accommodation

Employees who have a long-term or permanent disability may request the District supervisor to provide reasonable accommodations necessary for them to perform the essential duties of the position. Medical information obtained as part of an employee request shall be confidential.³

If assistive technology is deemed necessary for an employee, every effort will be made to obtain that technology in a timely fashion.

Reasonable accommodation shall be provided as required by law.

Advising Employees

The Superintendent shall inform all school employees of the provisions of this policy.¹

References:

¹KRS 161.164
²29 U.S.C.A. 794
³29 U.S.C. section 1630.14
KRS 207.135
34 C.F.R. 104.3 - 104.14
42 U.S.C. 200e, Civil Rights Act of 1964, Title VII; KRS Chapter 344
Americans with Disabilities Act
Kentucky Education Technology System (KETS)
Section 504 of the Rehabilitation Act of 1973
Title IX of the Education Amendments of 1972
Genetic Information Nondiscrimination Act of 2008

Related Policies:

03.133, 05.11

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