

**Teton School District 401**

**PERSONNEL**

**5120**

Equal Employment Opportunity and Non-Discrimination

The District shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, citizenship status, pregnancy, use of lawful products while not at work, physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

The District will make reasonable accommodation for an individual with a disability known to the District, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the District.

Inquiries regarding discrimination should be directed to the Title IX or Nondiscrimination Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

In compliance with federal regulations, the District will notify annually all students and applicants of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator.

Cross References:	4175 5250 5100	Required Annual Notices Certificated Staff Grievances Hiring Process and Criteria
Legal References:	8 U.S.C. §§ 1324(a), <i>et seq.</i> 20 U.S.C. §§ 1681-82, <i>et seq.</i>  29 U.S.C. § 206(d)  29 U.S.C. §§ 621-34 29 U.S.C. §§ 791, <i>et seq.</i> 42 U.S.C. §§ 12101, <i>et seq.</i>  42 U.S.C. §§ 2000(e), <i>et seq.</i>  29 C.F.R. Part 1601  29 CFR § 1604.10	Immigration Reform and Control Act Title IX of the Education Amendments of 1972 Equal Pay Act of 1963 -Prohibition of Sex Discrimination Age Discrimination in Employment Act Rehabilitation Act of 1973 Title I of the Americans with Disabilities Act of 1990 Title VII of Civil Rights Act of 1964 (Equal Opportunity Employment) Implementing Title VII of Civil Rights Act Pregnancy Discrimination Act - Employment Policies Relating to Pregnancy and Childbirth

34 C.F.R. Part 106

I.C. § 67-5909

Nondiscrimination on the Basis of Sex in  
Education Programs or Activities  
Receiving Federal Financial Assistance  
State Government and State Affairs -  
Acts Prohibited

*U.S. Supreme Court Decision: Boystock v. Clayton County Georgia*

Policy History:

Adopted on: August 10, 2009

Revised on: April 19, 2010

Revised on: September 14, 2020