

OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Code **GBA** Issued **10/18**

The district provides equal opportunities for employment and advancement of all members of its work force. The district recognizes that it is both culturally and educationally sound to employ persons of diverse backgrounds.

The district will recruit, hire, train, promote, and make other employment decisions on the basis of individual merit and without discrimination because of race, religion, sex (including pregnancy, childbirth, or any related medical conditions), color, disability, age (40 or older), genetic information, national origin, or any other applicable status protected by local, state, or federal law.

The superintendent will establish guidelines for the organization of the teaching, administrative, and other certified staff and will select, hire, and promote such staff with approval of the board. The superintendent will select, hire, and promote all other district employees. The superintendent will direct the work of district employees.

The district maintains a policy of equal opportunity in the following areas:

- recruitment and job advertisements
- selection and hiring criteria and practices
- job classifications
- transfers and promotions
- demotions, terminations, layoffs, and recalls
- compensation
- terms, conditions, benefits, and privileges of employment
- training

Complaint Procedure

Any unsuccessful applicant for employment having reason to believe that he/she was not a successful applicant because of some discriminatory reason, such as race or color, may have his/her grievance heard according to the procedure set forth in S.C. Code of Laws, 1976, as amended, Section 59-19-510, *et seq.*

Cf. AC, JB

Adopted 9/20/85; Revised 8/13/91, 10/13/92, 3/8/05, 10/9/18

Legal References:

A. Federal Law:

1. Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C.A. Section 621, *et seq.*
2. American with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, *et seq.*
3. Equal Pay Act of 1963, 29 U.S.C.A. Section 206.
4. Genetic Information Nondiscrimination Act of 2008, 42 U.S.C.A. Section 2000ff, *et seq.*
5. Rehabilitation Act of 1973, Section 504, 29 U.S.C.A. Section 794.
6. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, *et seq.*
7. Title IX of the Education Amendments of 1972, 20 U.S.C.A. Sections 1681-86.
8. Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 U.S.C.A. Section 4301, *et seq.*

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B. S.C. Code, 1976, as amended:

1. Section 1-13-10, *et seq.* - Prohibits discrimination on the basis of race, religion, color, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.
2. Section 59-19-510, *et seq.* - Right of unsuccessful applicant to file grievance.