

## **BP 4030 NONDISCRIMINATION IN EMPLOYMENT**

The district and its employees shall not unlawfully discriminate against or harass employees or job applicants on the basis of sex, race, color, religion, national origin, ancestry, age, marital status, changes in marital status, pregnancy, parenthood, physical or mental disability, Vietnam era veteran status, genetic information, or good faith reporting to the board on a matter of public concern.

The district may provide optional wellness programs to seek to improve health or prevent disease. All wellness programs must be in accord with applicable state and federal law. An employee may not be discriminated against in employment because of the medical information they provide as part of participating in the wellness program, nor may they be subject to retaliation for choosing not to participate.

(cf. 4119.11 - Sexual Harassment)

(cf. 4161.4 – Family and Medical Leave)

Equal opportunity shall be provided to all employees and applicants in every aspect of personnel policy and practice. The district shall not discriminate against persons with physical or mental disabilities who, with or without reasonable accommodation, can perform the essential functions of the job in question.

(cf. 0411 – Service Animals)

(cf. 4119.41 - Employees with Infectious Disease)

The Superintendent or designee shall publicize this policy annually throughout the district and the community.

(cf. 1312.3 - Complaints Concerning Discrimination) (cf. 4111.1 - Affirmative Action)

Legal Reference:

### *ALASKA STATUTES*

*14.18.010 Discrimination based on sex and race prohibited*

*14.18.020 Discrimination in employment prohibited*

*14.18.090 Enforcement by state board of education and early development*

*18.80.220 Unlawful employment practices*

*39.90.100 Nondiscrimination – Protection for whistleblowers*

*ALASKA ADMINISTRATIVE CODE*

*4 AAC 06.510 Discrimination in hiring practices*

*UNITED STATES CODE*

*29 U.S.C. 621-634 Age Discrimination In Employment Act*

*29 U.S.C. 791 et seq. Vocational Rehabilitation Act of 1973, Sections 503 and 504*

*38 U.S.C. 2011 et seq. Vietnam Era Veterans' Act*

*42 U.S.C. Ch. 21F Prohibiting Employment Discrimination on the Basis of Genetic Information*

*42 U.S.C. 2000d-2000d-7 Title VI of the Civil Rights Act*

*42 U.S.C. 2000e-2000e-17 The Equal Employment Opportunities Act*

*42 U.S.C. 12101-12213 Americans With Disabilities Act*

*CODE OF FEDERAL REGULATIONS*

*29 C.F.R. §1635.8 Acquisition of genetic information*

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