

EQUAL OPPORTUNITY EMPLOYMENT

The Livingston Parish School Board declares as policy that all applicants for admission and employment, students, parents, or legal guardians of students, or employees, sources of referral of applicants and employment, and any and all entities having business with the School Board are hereby notified that this school district does not discriminate on the basis of race, color, national origin, sex, age, marital status, sexual orientation, disability, religion or veteran status in admission or access to, or treatment or employment in, its programs and activities including any notices required by Title IX of the Education Amendments of 1972 or Part 106 of Title 34 of the United States Code of Federal Regulations. The School Board pledges to protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The School Board must also provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

The Superintendent and/or his/her designee must investigate any and all complaints that may be brought against the Livingston Parish School Board, School District, School System and/or any individual school in the School District in regard to any alleged discriminatory action for appropriate treatment by the Superintendent and/or the School Board.

All employees will be responsible for complying with this policy. Inquiries, concerns, or complaints related to any form of harassment or discrimination should be immediately reported to the immediate supervisor who, in turn, shall report the incident to the Superintendent and/or his/her designee. If the supervisor is the alleged harasser or discriminator, or the employee does not wish to report the matter to his/her supervisor, the employee may submit the complaint directly to the Superintendent or his/her designee for appropriate inquiry including, when appropriate, investigation. Except for complaints of sexual harassment of students, employees, and applicants, the investigation shall proceed in accordance with policy *GAMC, Employee Investigations*. Further, the School Board prohibits retaliation against any individual for making a complaint under this policy or participating in the investigation of any such complaint.

PERSONS WITH DISABILITIES

In accordance with Section 504 of the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, the Livingston Parish School District attests that no qualified handicapped person will, solely by reason of a handicap, be denied the benefits of, be excluded from participation in, or be otherwise subjected to discrimination under any program or activity; nor will a qualified handicapped person be subjected to discrimination in employment.

The Livingston Parish School District must establish procedural safeguards for the

identification, evaluation, or placement of a handicapped student; the employment of a handicapped person; or the accessibility of programs. These safeguards must include the right to examine relevant records, an impartial hearing with an opportunity for participation and representation by counsel, and a review procedure.

Revised: August 6, 2020

Ratified: August, 20, 2020

Ref: U.S. Constitution, Amend. XIV, Sec. 1; 20 USC 1681 (*Title IX of the Education Amendments of 1972*); 29 USC 621 et seq. (*Age Discrimination in Employment*); 29 USC 701 et seq. (*Vocational Rehabilitation and Other Rehabilitation Services*); 42 USC 2000d (*1964 Civil Rights Act*); 42 USC 12101 (*Americans with Disabilities Act of 1990*); Constitution of Louisiana, Art. I, Sec. 3, Art. X, Sec. 10; La. Rev. Stat. Ann. §§17:111, 23:301, 23:302, 23:303, 23:311, 23:312, 23:314, 23:322, 23:323, 23:332, 23:334, 23:341, 23:342, 23:352, 23:368; Griggs v. Duke Power Company, 91 S. Ct. 849 (1979); Singleton v. Jackson Municipal Separate School District, 419 F.2d 1211 (5th Cir. 1979); Board minutes, 6-77, 2-79, 6-89, 8-6-20, 8-20-20.