

## American Heritage Charter School

### PERSONNEL

5120

#### Equal Employment Opportunity and Non-Discrimination

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

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 Charter School 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 Reference: 5100 Hiring Process and Criteria  
5250 Uniform Grievance Procedure

Legal Reference: 8 U.S.C. §§ 1324(a), et seq. Immigration Reform and Control Act  
20 U.S.C. §§ 1681, et seq. Title IX of the Education Amendments  
29 U.S.C. §§ 206(d) Equal Pay Act  
29 U.S.C. §§ 621, et seq. Age Discrimination in Employment Act  
29 U.S.C. §§ 791, et seq. Rehabilitation Act of 1973  
42 U.S.C. §§ 2000(e), et seq. Title VII of Civil Rights Act  
42 U.S.C. §§ 12111, et seq. Americans with Disabilities Act, Title I  
29 CFR Part 1601 Title VII of Civil Rights Act  
29 CFR 1604.10 Pregnancy Discrimination Act - Employment  
Policies Relating to Pregnancy and Childbirth  
34 CFR Part 106 Title IX of the Education Amendments  
I.C. § 33-5206 Requirements and Prohibitions of a Public Charter  
School  
I.C. § 67-5909 Acts Prohibited  
IDAPA 08.02.04.300 Public Charter School Requirements

#### Policy History:

Adopted on: 1/9/2014

Revised on: 8/3/2017

Reviewed on: 7/11/2020