

**Recruitment, Selection and Assignment: Nondiscrimination**

The district shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, color, national origin, age, sex, marital status or qualified individuals with disabilities. The district may give preference to a United States citizen or national over an authorized alien if two candidates are equally qualified.

The board shall designate a staff member to serve as affirmative action/ Title IX Compliance officer.

## Legal References:

RCW	28A.400.310	Law against discrimination applicable to district's employment practices
	49.60	Law Against Discrimination
WAC	392-200	Employment Discrimination Title VII of the Civil Rights Act of 1964 Title IX of the Educational Amendments of 1972
P.L.	99-603	(IRCA) Immigration Reform and Control Act of 1986
42 U.S.C.	SS 12101 - 12213	Americans with Disabilities Act

Adopted September 24, 1987

Revised April 28, 1993

Formerly: Policy No. 5010