

## East Washington School Corporation Administrative Guidelines

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### **1422 - NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY**

These administrative guidelines are established to assist in the proper implementation of Policy [1422](#) and Policy 1422.02.

Policy [1422](#) states:

The School Board does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, military status, ancestry, genetic information, or any other legally protected category, in its programs and activities, including employment opportunities.

The following person is designated to handle inquiries regarding the nondiscrimination policies of the Corporation or to address any complaint of discrimination:

Superintendent

East Washington School Corporation

1050 N Eastern School Rd, Pekin, IN 47165

Telephone No.: 812-967-3926

Notice of the Board's policy on nondiscrimination in employment practices shall be posted throughout the Corporation, published in any Corporation statement regarding the availability of employment, and in any staff handbooks.

#### **Sex-Based Discrimination**

Discrimination against a transgender individual because that person is transgender is discrimination based on sex and therefore a violation of Title VII. Specifically, discrimination against transgender individuals on the basis of sex stereotyping/gender-nonconformity constitutes sex discrimination. This is true irrespective of the cause of the person's gender non-conforming behavior.

Additionally, employment actions based upon an individual's sexual orientation are suspect and potentially impermissible.

Administrators are required to investigate allegations of conduct involving the discrimination or harassment of an employee or applicant based upon his/her transgender identity or sexual orientation.

Any questions concerning whether alleged conduct might violate this prohibition should be promptly brought to the Superintendent's attention.

#### **Military Status**

For purposes of this policy/administrative guideline, "military status" refers to a person's status in the uniformed services which includes the performance of duty, on a voluntary or involuntary basis, in a uniformed service

including active duty, active duty for training, initial active duty for training, inactive duty for training, and full-time National Guard duty. It also includes the period of time for which a person is absent from employment for the purpose of an examination to determine the fitness of the person to perform any such duty as listed above.

Approved 4/9/13

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