

Policy GBA Open Hiring/Equal Employment Opportunity and Affirmative Action

Issued 11/18

The district is an equal opportunity employer. The district will recruit, hire, train, promote, and make other employment decisions on the basis of individual merit and without discrimination because of race, religion, color, disability, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identification, age, lineage, or national origin as required by applicable state and federal laws. Inquiries regarding these categories will be limited to mandates of EEOC reporting.

Limitations: The superintendent will establish guidelines for the organization of the teaching, administrative, and other certified staff and will select, hire, and promote such staff with approval of the board. The superintendent will have authority over selecting, hiring, and promoting all other district employees. The superintendent will direct the work of district employees.

The district pursues a policy of equal opportunity in the following areas:

- recruitment
- selection and hiring criteria and practices
- transfers and promotions
- demotions, terminations, layoffs, and recalls
- compensation
- working conditions
- benefits, and privileges of employment
- training

The superintendent will develop procedures to assure that complaints related to the hiring process are being handled in a prompt and judicious manner. The policy of the board will be to approve reasonable accommodation requests made by a person with disabilities in order to avail themselves of positions in the district. It is the responsibility of the applicant to submit the request in writing and to state specific accommodations requested.

Cf. AC, GBK

Adopted 11/23/99; Revised 4/25/17, 11/13/18; Reviewed 00/00/21

Legal References:

Federal Law:

Age Discrimination in Employment Act of 1967, as amended, [29U.S.C.A.Section621](#), *et seq.*

American with Disabilities Act of 1990, [42U.S.C.A.Section12101](#), *et seq.*

Equal Pay Act of 1963, [29U.S.C.A.Section206](#).

Genetic Information Nondiscrimination Act of 2008, [42U.S.C.A.Section2000ff](#), *et seq.*

Rehabilitation Act of 1973, Section 504, [29U.S.C.A.Section794](#).

Title VII of the Civil Rights Act of 1964, [42U.S.C.A.Section2000e](#), *et seq.*

Title IX of the Education Amendments of 1972, [20U.S.C.A.Sections1681-86](#).

Uniformed Services Employment and Reemployment Rights Act (USERRA), [38U.S.C.A.Section4301](#), *et seq.*

S.C. Code, 1976, as amended:

[Section1-13-10](#), *et seq.* - Prohibits discrimination on the basis of race, religion, color, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.

[Section59-19-510](#), *et seq.* - Right of unsuccessful applicant to file grievance.

Federal Cases:

[Plyler v. Doe](#), 457 U.S. 202 (1982).