

Policy

EQUAL OPPORTUNITY EMPLOYMENT

Code GAAA Issued 12/15/21

The district is an equal opportunity employer. It is the policy of the district to follow state and federal laws and guidelines pertaining to unlawful discrimination.

The district is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, national origin, disability, sex (including pregnancy, childbirth, or any related medical conditions, and gender identity), age, genetic information, or any other protected trait or characteristic as may be required by federal or state law. As required by Title IX and its implementing regulations, the district does not discriminate on the basis of sex in its educational programs and activities.

The district also prohibits retaliation against an individual because he/she has either opposed an unlawful employment practice or has made a charge, testified, assisted, or participated in an investigation, proceeding, or hearing regarding an alleged incident of illegal discrimination or harassment.

The superintendent will establish guidelines for the organization of the district's staff and will select, hire, and promote such staff with approval of the board. The superintendent will direct the work of district employees.

The district maintains 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 Human Resources Department has been designated to handle inquiries regarding nondiscrimination, retaliation, and harassment matters:

Lancaster County School District
300 S. Catawba Street
Lancaster, SC 29720

Adopted 1/16/07; Revised 12/14/21

PAGE 2 – GAAA – EQUAL EMPLOYMENT OPPORTUNITY

Legal references:

- A. United States Code of Laws, as amended:
 - 1. Age Discrimination in Employment Act of 1967, 29 U.S.C.A. Section 621, *et seq.*
 - 2. Age Discrimination Act of 1975, 42 U.S.C.A. Section 6101, *et seq.*
 - 3. Americans with Disabilities Act of 1990, 42 U.S.C.A. Section 12101, *et seq.*
 - 4. Equal Pay Act of 1963, 29 U.S.C.A. Section 206.
 - 5. Genetic Information Nondiscrimination Act of 2008, 42 U.S.C.A. Section 2000ff, *et seq.*
 - 6. Section 504 of the Rehabilitation Act of 1973, 29 U.S.C.A. Section 701, *et seq.*
 - 7. Title VI of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000d, *et seq.*
 - 8. Title VII of the Civil Rights Act of 1964, 42 U.S.C.A. Section 2000e, *et seq.*
 - 9. Title IX of the Education Amendments of 1972, 20 U.S.C.A. Section 1681, *et seq.*
 - 10. Uniformed Services Employment and Reemployment Rights Act, 39 U.S.C.A. Section 4301, *et seq.*
- B. S.C. Code of Laws, 1976, as amended:
 - 1. Section 1-13-10, *et seq.* – Prohibits discrimination on the basis of race, religion, color, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.
 - 2. Section 59-19-510, *et seq.* – Right of unsuccessful applicant to file grievance; board may review matters arising from the construction or administration of school policies.