EQUAL OPPORTUNITY EMPLOYMENT

The Salem School District believes that all persons are entitled to equal employment opportunity and do not discriminate against employees or applicants for employment, because of race, color, creed, national origin, age, or sex.

Employees are selected from the available labor force as best qualified to perform the work available in the best interest of the school district.

The Board encourages all employees to assist in the attainment of these goals through a personal commitment to the concept of equal opportunity for all people.

The board accepts the concept of Title IX of the Educational Amendments of 1972 that declares in part: “No person in the United States shall, on the basis of sex, be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

District Employment Activities: Applies to all aspects of the district’s employment programs, including but not limited to, recruitment, advertising, process of application for employment, promotion, granting of tenure, termination, layoffs, wages, job assignments, leaves of absence of all types, fringe benefits, training programs, employer-sponsored programs, including social or recreational programs and any other term, condition or privilege of employment. Specifically, the following personnel employment practices are prohibited:

a. Tests. Administration of any test or other criterion which has a disproportionately adverse effect on persons on the basis of sex unless it is a valid predictor of job success and alternative tests or criterion are unavailable;

b. Recruitment. Recruitment of employees from entities which furnish as applicants only or predominately members of one sex, if such action has the effect of discriminating on the basis of sex;

c. Compensation. Establishment of rates of pay on the basis of sex;

d. Job Classification. Classification of jobs as being for male or females;

e. Fringe Benefits. Provision of fringe benefits on basis of sex; all fringe benefit plans must treat males and females equally;

f. Marital and Parental Status. Any action based on marital or parental status. No inquiry shall be made by the district in job applications as to the marriage status of an applicant, including whether such applicant is “Miss” or “Mrs.”. But, inquiry may be made of all applicants and is not a basis for discrimination.

g. Employment Advertising. Any expression of preference, limitation, or specification based on sex, unless sex is a bona fide occupational qualification for the particular job in question.

To ensure compliance, the Superintendent of Schools is directed to delegate an administrator to coordinate the efforts to comply with this policy, develop and maintain appropriate records, to investigate complaints and to administer the grievance procedure established for Title IX.
EQUAL OPPORTUNITY EMPLOYMENT

It is expected that all employees of the School District be able to work in an environment free of sexual discrimination and sexual harassment. This expectation is consistent with the School District policy GBA - Equal Opportunity Employment, GBAA – Sexual Harassment, Sexual Violence & Hostile Environment.

Unsolicited and unwelcome sexual overtures, be they verbal or non-verbal, debilitate morale and interfere with work effectiveness. Sexual harassment may occur among peers or co-workers, between supervisors and subordinates, or be imposed by non-employers on employees. Such actions may be:

- sex-oriented verbal "kidding" or abuse
- subtle pressure for sexual activity
- physical contact such as patting, pinching, constant or repeated brushing against another's body
- demands for sexual favors, accompanied by implied or overt promises or threats.

Any person who believes they have been sexually harassed in violation of this statement, should first make it clear to the instigator such behavior is offensive and second, may file a written complaint to the compliance officer in accordance with the policies above.

The district administrative personnel will make a serious attempt to halt any harassment of which they are made aware by calling attention to the district policies and if necessary by disciplinary action.

Individuals who instigate this type of harassment are subject to disciplinary action, including suspension and dismissal.