

## POLICY 900-1

### **DEPARTMENT OF EDUCATION APPLICANT AND EMPLOYEE NON-DISCRIMINATION**

The Department of Education strictly prohibits any form of discrimination, including harassment based on a person's membership in a protected class. Protected classes covered by this policy include race, color, sex, religion, national origin, ancestry, age, physical or mental disability, sexual orientation, marital status, arrest and court record<sup>1</sup>, income assignment for child support, national guard absence, uniformed service, breastfeeding, or citizenship status.

The Department of Education expressly prohibits retaliation against anyone engaging in protected activity. Protected activity is defined as anyone who files a complaint of discrimination, participates in complaint proceedings dealing with discrimination, inquires about their rights under discrimination laws, or otherwise opposes acts of discrimination.

The Department of Education shall develop regulations and procedures relating to this policy.

<sup>1</sup> Except as permissible under State laws.

[Approved: 05/19/2015 (as Board Policy 900.1); amended: 06/21/2016 (renumbered as Board Policy 900-1)]

*Former policy 1110-11 history: approved: 09/01/2005*