

Employees, students, visitors, and applicants for employment will be free from discrimination, harassment, sexual harassment, and abusive conduct in the workplace and school environment. No employees, students, visitors, or applicants for employment shall be subjected to discrimination due to sex, religion, race, national origin, ancestry, age, marital status, order of protection status, genetic information, disability, pregnancy, sexual orientation (including gender identity), unfavorable discharge from the military or status as a protected veteran, citizenship status (provided the individual is authorized to work in the United States), work authorization status, use of lawful products outside of the workplace, being a victim of any crime of violence, gender violence, sexual violence, or domestic violence, conviction record (unless authorized by law), or any other legally protected category.

Further, no person seeking employment in the District shall be subjected to an inquiry regarding sex, religion, race, ancestry, age, marital status, national origin, order of protection status, genetic information, disability, pregnancy, sexual orientation (including gender identity), use of lawful products during non-work hours, military status, or any other legally protected category as part of their application to the District.

The Board recognizes the benefits that a diverse workforce brings to the educational environment. The District will attempt to recruit and hire minority employees; however, this policy shall not be construed as requiring or permitting the District to give preferential treatment to a candidate based on their protected status without evidence of past discrimination by the District.

The Board shall provide equal employment opportunities to all job applicants and shall hire those applicants who, in the judgment of the Board, are those individuals most qualified for the positions for which they are hired.

This policy statement contains goals and objectives of the Board and is not intended to constitute a contractual obligation or commitment.

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BOARD OF EDUCATION, School Dist. 101, Western Springs, IL

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BOARD OF EDUCATION, School Dist. 101, Western Springs, IL