

EQUAL EMPLOYMENT OPPORTUNITY – HSD Policy - GAAA

The HSD is committed to providing a work environment that is free of discrimination. It is the policy of the HSD that all applicants and employees are entitled to equal employment opportunity regardless of race, color, religion or creed, gender (includes pregnancy or related medical conditions), national origin, age, disability, veteran status or other protected characteristics as required by local, state and federal law. In addition, the District's procedure specifically prohibits retaliation against any individual engaged in a protected activity. Protected activities include making an honestly believed complaint of discrimination; participating as a witness or otherwise in a discrimination investigation; or requesting accommodations based on religion or disability.

In compliance with the provisions of all applicable state and federal civil rights laws, every effort will be made to employ the most qualified individuals without regard to the above factors. Additionally, it is and shall continue to be the District's policy to provide promotion and advancement opportunities in a non-discriminatory fashion. The HSD is an equal opportunity employer. The HSD does not, and will not, permit any of its employees to engage in discriminatory practices involving individuals that they come in contact with as representatives of the District, or their co-workers.

The HSD requires immediate reporting of all perceived incidents of discrimination. If you believe you are being discriminated against, or if you believe your employment is being affected by such conduct directed at someone else, you should immediately discuss your concerns with your immediate supervisor, the Principal, or the Central Office. Should employees know of an incident of discrimination, they are expected to immediately bring the incident to the attention of their supervisor, the Principal, or the Central Office.

This District will not discriminate in its operation, on the basis of race, color, religion, national origin, sex, age, or disability in the provision of educational programs and services or employment opportunities and benefits, in accordance with federal and state laws.

REF: Title VI and Title VII; 1964 Civil Rights Act
Title IX; 1972 Education Amendments
Section 503; and 504 1973 Rehabilitation Act
Mississippi Public School Accountability Standards