

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 301
CERTIFIED STAFF**

EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION

The Carson City School District is committed to equal opportunity in employment and education. The District seeks to employ the individual who is best qualified for a particular position regardless of race, color, religion, national origin, sex, age, marital status, disability or the presence of any sensory, physical or mental handicap unless the disability disqualifies an applicant because of a bona fide position requirement. Equal employment opportunity is considered by the Carson City School District to include all aspects of employment – recruitment, selection, training, promotion, compensation, benefits, leave transfer, and termination. Similarly, the Carson City School District provides students access to its educational programs without regard to their race, religion, color, national origin, sex, age, marital and parental status or disability.

The Carson City School District will offer reasonable accommodations to qualified applicants and employees with a known disability except where such accommodations pose an undue hardship to the District. Any qualified applicant or employee with a disability who needs reasonable accommodations should notify a representative in the Human Resources Division.

Beyond this, the Carson City School District seeks to include both minorities and non-minorities, both men and women, in all categories and locations of its work force and in all of its educational programs, according to their qualifications and availability.

All members of the Carson City School District are expected to familiarize themselves with the District's policies regarding equal opportunity and to further the objectives of the programs.

The Carson City School District will continue to work cooperatively with appropriate federal and state agencies and community organizations which share its equal opportunity objectives.

Adopted: August 29, 1979

Revised: August 24, 1993