

Kingsport City Schools

Monitoring: Review: Annually, in February	Descriptor Term: Equal Opportunity Employment	Descriptor Code: 5.104	Issued Date: 02/03/11
		Rescinds:	Issued:

1 The Kingsport Board of Education is committed to operation of the school system as a learning organi-
2 zation that honors and respects its members as empowered persons in the community. Such a commit-
3 ment requires fair and equitable treatment of everyone in all aspects of system operation. Kingsport City
4 Schools does not discriminate on the basis of race, color, national origin, religion, sex, age, or disability
5 in the admission or access to, or treatment or employment in, its program and activities. The system
6 shall be in compliance with the regulations implementing Title VI of the Civil Rights Act of 1994, Title
7 IX of the Educational Amendments of 1972, the Americans with Disabilities Act (ADA) of 1990, and
8 Section 504 of the Rehabilitation Act of 1973.

9
10 Kingsport City Schools maintains a policy of non-discrimination with employees and applicants for
11 employment. No aspect of employment shall be influenced in any manner by race, color, religion, sex,
12 age, national origin, veteran status, marital status, mental or physical disability, or any other basis pro-
13 hibited by statute.

14
15 The Superintendent of Schools shall take action to correct and/or prevent any practice which may cause
16 discrimination in employment and in areas of personnel policy and practice.

17
18 The system shall engage in fair and sound personnel practices relating to employment actions, including
19 but not limited to, hiring, transfers and promotions. In an effort to achieve this end, Board of Education
20 members shall remain neutral in these procedures/practices.

21
22
23
24
25
26
27
28
29 _____
30 Legal Reference:
31 U.S. Constitution, Amendment XIV
32 Title VII, Civil Rights Act of 1964
33 Title VI, Civil Rights Act of 1964
34 Title IX, Education Amendments of 1972
35 Age Discrimination Act of 1967
36 Section 504 of Rehabilitation Act of 1973

37 _____
38 Cross Reference:
39 Section 504 and ADA Grievances 1.802
40 Discrimination/Harassment 5.500
41