

Civil and Legal Rights

The personal life of an employee is not an appropriate concern for the attention of the Governing Board except as it may directly prevent the employee from properly performing his/her duties or responsibilities.

Employees shall be entitled to full rights of citizenship. The religious or political activities of any employee or the lack thereof shall not be grounds for any discipline or discrimination with respect to the professional employment of such employee, providing said activities do not violate Board policy, administrative regulations or local, state or federal laws.

(cf. 4119.25 - Political Activities of School Employees)

Nondiscrimination

The conditions of employment in the district, including wages, hours, terms and benefits, shall be applied without regard to race, color, creed, sex, religion, ancestry, national origin, age or non-job related handicap or disability. Employees shall observe all laws, policies and regulations prohibiting discrimination or harassment.

Grievances

No employee, employee association representative, member of any employee organization or any other participant in a grievance procedure shall suffer reprisals in any way or suffer any professional disadvantage by reason of participation in the processing of any grievance.

(cf. 4144/4244 - Grievances/Complaints)

Association Membership

No employee shall suffer any professional disadvantage by reason of the employee's membership or nonmembership in an employee association or participation in its lawful activities.

Legal References:

EDUCATION CODE

200-261 Prohibition of discrimination on the basis of sex
7050-7057 Political activities of school officers and employees

44040 Unlawful to discriminate solely because of employees appearance before certain boards or committees

44801 Leave of absence for employees elected to the Legislature

ADMINISTRATIVE CODE, TITLE 5

30-31 Affirmative action employment programs

GOVERNMENT CODE

3543.5 Interference with employee's rights prohibited
12940 et seq. Discrimination prohibited; Unlawful practices, generally

TITLE VII, CIVIL RIGHTS ACT as amended by Title IX,
Equal Employment Opportunity Act