

EQUAL OPPORTUNITY EMPLOYMENT

The East Baton Rouge Parish School Board declares as policy that all applicants for admission and employment, students, parents, employees, sources of referral of applicants and employment, and any and all entities having business with the school district are hereby notified that this school district does not discriminate on the basis of race, color, national origin, sex, age, disability, religion or veteran status in admission or access to, or treatment or employment in, its programs and activities. The school district pledges to protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The school district shall also provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

The Superintendent and/or appropriate representative, as designated by the Superintendent, shall investigate any and all complaints that may be brought against any individual school in the school district in regard to any alleged discriminatory action for appropriate treatment by the Board.

PERSONS WITH DISABILITIES

In accordance with federal and state statutes addressing nondiscrimination of disabled persons, namely Section 504 of the Vocational Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, the East Baton Rouge Parish School Board attests that no qualified person with a disability shall, solely by reason of a disability, be denied the benefits of, be excluded from participation in, or be otherwise subjected to discrimination under any program or activity; nor shall a qualified person with a disability be subjected to discrimination in employment.

Ref: U.S. Const. Amend. XIV, '1; P.L. 101-336; 42 U.S.C. '2003-1 to 1017; 20 U.S.C. '1681 et seq.; 29 U.S.C. '621 et seq.; Constitution of Louisiana, Art. 1, '3; La. Const. Art. 10, '10; La. Rev. Stat. Ann. ' '23:301 et seq.; Griggs v. Duke Power Company, 91 S.Ct. 849 (1979); Singleton v. Jackson Municipal Separate School District, 419 F.2d 1211 (5th Cir. 1979).