

ALL PERSONNEL

Nondiscrimination in Employment

Unlawful discrimination or harassment based on protected classifications outlined in SP 4030 includes:

1. Slurs, epithets, threats or verbal abuse
2. Derogatory or degrading comments, descriptions, drawings, pictures or gestures
3. Unwelcome jokes, stories, teasing or taunting
4. Any other verbal, written, visual or physical conduct against the individual which:
 - a. Adversely affects his/her employment opportunities, or
 - b. Has the purpose or effect of unreasonably interfering with his/her work performance or creating an intimidating, hostile or offensive work environment

Any employee or job applicant who feels that he/she has been or is being unlawfully discriminated against or harassed should immediately contact his/her supervisor or the Nondiscrimination Coordinator in order to obtain procedures for reporting a complaint. Such complaints shall be filed in accordance with AR 4031 – Complaints Concerning Discrimination in Employment. An employee may bypass his/her supervisor when the supervisor is the alleged offender.

Any supervisor who receives a discrimination/harassment complaint shall immediately notify the Nondiscrimination Coordinator, who shall ensure that the complaint is appropriately investigated in accordance with the San Joaquin County Office of Education policies and regulations.

The Superintendent or designee shall ensure that training is provided to all employees regarding the issues of discrimination.

cf: 4031 Complaints Concerning Discrimination in Employment
4119.11/4219.11/4319.11 Sexual Harassment