

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Asst. Superintendent, PSS
Issue No: 2
Date: 5/22/95
Page: 1 of 1
Reference: CA Civil Code 51.7

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES
4.1 GENERAL PERSONNEL PRACTICES

SECTION 4.101 NONDISCRIMINATION

Nondiscrimination Philosophy and Policy Statement

The Poway Unified School District is an equal opportunity employer and is committed to an active Nondiscrimination Program. It is the stated policy of the Poway Unified School District that harassment is prohibited and that all employees and applicants shall receive equal consideration and treatment. All recruitment, hiring, placements, transfers, and promotions will be on the basis of qualifications of the individual for the positions being filled regardless of **Sex, Sexual Orientation, Race, Color, Ancestry, Religious Creed, National Origin, Physical Disability (Including HIV and AIDS), Mental Disability, Medical Condition (Cancer), Age (Over 40), Marital Status, and Denial of Family Care Leave.**

To achieve the goals of our Nondiscrimination Program, it is necessary that each member of this District understand the importance of the program and his or her individual responsibility to contribute toward its maximum fulfillment. Each employee of the District making decisions affecting employment shall fully comply with the District's nondiscrimination policy.

Poway Unified School District will update and reaffirm this EEO Policy Statement annually.