

**POWAY UNIFIED SCHOOL DISTRICT
BOARD POLICY**

Originator: Assoc. Superintendent, PSS

Issue No: 3

Date: 4/5/16

Page: 1 of 1

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

Reference: CA Civil Code 51.7, Title IX

4.1 GENERAL PERSONNEL PRACTICES

SECTION 4.101 NONDISCRIMINATION

Nondiscrimination Philosophy and Policy Statement

The Poway Unified School District is an equal opportunity employer/program and is committed to an active Nondiscrimination Program. PUSD prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived ancestry, age, color, disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. All recruitment, hiring placements, transfers, and promotions will be on the basis of qualifications of the individual for the position being filled.

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.

For more information, please contact the Title IX/Equity Compliance Officer, Associate Superintendent of Personnel Services, Poway Unified School District, 15250 Avenue of Science, San Diego, CA 92128-3406, 858-521-2800, extension 2761.

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