



POLICY AND PROCEDURE STATEMENT

ADM – 4.1.0 Equal Employment Opportunity

Purpose: This policy and procedure statement explains the Board's policy with relation to equal employment opportunity and describes the procedures for making an equal employment opportunity claim.

Effective Date: September 1, 2014

Superseded Policy: N/A

References: 47 O.S. §759, 74 O.S. §840-2.9, 40 O.A.C. 1-1-3, 42 U.S.C. §2000e, 29 U.S.C. §621, 42 U.S.C. §12101

Related Forms: None

Approved By: Kevin Behrens

1. The Board does not discriminate in employment on the basis of race, color, religion, sex, national origin, age, political affiliation or opinion, or disability so long as the disability does not render the employee unable to do the work for which employed, or marital status. Any form of unlawful discrimination to which this policy applies is a serious matter and will not be tolerated.
2. The Board does not retaliate against any employee for filing a claim of discrimination, reporting an incident of alleged discrimination, or cooperating in an investigation of discrimination. Any form of retaliation will not be tolerated.
3. Any employee who believes that he or she has been the victim of discrimination on one of the bases above should report the facts to the Director, any individual Board member, or the Board.

END OF POLICY AND PROCEDURE STATEMENT