

# SMYRNA SCHOOL DISTRICT

## District Policy

**Article:** 4000 Personnel

**Title:** Equal Employment Opportunity

**Policy #:** 4100

The Board is committed to a policy of non-discrimination against any employee or applicant for employment because of race-color, marital status, creed, religion, national origin, gender, age, genetic information, sexual orientation, gender identity, disability or any other protected category or status in accordance with state and federal laws. This policy applies to recruitment, employment and subsequent placement, training, promotion, compensation, tenure, probation, termination, and other terms and conditions of employment over which the Board has jurisdiction.

The Board will comply with all Federal and State laws, rules and regulations, and executive orders relating to equal employment opportunities.

The Board will promote equal employment opportunities for any protected category or status in accordance with state and federal laws. The Board directs the staff to seek qualified applicants for all open positions in order to attain its goals of fair representation.

The following footer will be on all school district correspondence:

The Smyrna School District does not discriminate in employment, educational programs, services or activities based on race, color, marital status, creed, religion, national origin, gender, age, genetic information, sexual orientation, gender identity, disability or any other protected category or status in accordance with state and federal laws. Inquiries should be directed to the District Superintendent.

Approved by the Board of Education, March 18, 1992  
Revision approved by the Board of Education, November 17, 2004  
Revision approved by the Board of Education, December 15, 2014