

## EQUAL OPPORTUNITY EMPLOYMENT – GAAA

~~This Board~~The Mississippi Schools for the Deaf and Blind shall not discriminate in ~~its~~their policies and practices with respect to compensation, terms or conditions of employment because of an individual's race, color, ethnic or national origin, religion, gender, height, weight, age, marital status, political beliefs, disability, or handicap which does not impair an individual's ability to perform adequately in that individual's particular position or activity.

As provided under Title IX of the Education Amendments of 1972, no person in the U.S. shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving federal financial assistance.

### HARASSMENT PROHIBITED

~~This school district~~The Mississippi Schools for the Deaf and Blind affirms the employee rights under Title VII and therefore "shall not tolerate verbal or physical conduct by any employee, male or female, which harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive, or hostile environment."

The Mississippi Public School Accountability Standard for this policy is standard 1.

LEGAL REF.: 1964 Civil Rights Act, Title VI; 1964 Civil Rights Act, Title VII;  
Executive Order 11246, as amended; 1972 Education Amendments, Title IX;  
45 CFR, Part 86; 1973 Rehabilitation Act, Section 503; 1973 Rehabilitation Act,  
Section 504; 45 CFR, Part 84; 29 U.S.C.A. 621, *et seq.*  
*Mississippi Public School Accountability Standards*

~~CROSS REF.: Policies GBD – Professional Personnel Hiring  
GBR-P – Employees Complaints of Sexual Discrimination /  
Harassment Procedures  
GCRAA – Fair Labor Standards Policy~~

~~**Sample Policy Disclaimer:** MSBA policies are provided solely as a sample. Any board of education adopting MSBA sample policies should use the samples as a framework or starting point and, after carefully reviewing the applicable laws, regulations and state rules, modify the policies as appropriate to meet the needs of the local school system. All policies should be carefully reviewed by the board of education's legal counsel.~~

Last Review Date: \_\_\_\_\_  
Review History:[1/1/1900][1/1/1901]



**Section: G Personnel**

**Policy Code: GAAA**

**Policy: Equal Opportunity Employment**

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Adopted Date: 7/27/2023