

Personnel – Series 4000

4400 The Merit System

4440 Application and Examination

4441 Application for Employment

4441.9 Non Discrimination in Employment Policy

- A. It is the policy of the Santa Barbara County Education Office to provide equal employment opportunities to all qualified persons and to avoid unlawful discrimination against and/or harassment of employees and job applicants on the basis of actual or perceived race, religious creed, color, national origin, ancestry, age, marital status, pregnancy, physical or mental disability, medical condition, genetic information, military and veteran status, gender, gender identity, gender expression, sex or sexual orientation or the employee's or job applicant's association with a person or group with one or more of these actual or perceived characteristics. Furthermore, it is the goal of the County Education Office to achieve a racial and ethnic balance among its employees that reflects the composition of the available work force.
- B. The Office also prohibits retaliation against any employee who opposes any discriminatory employment practice by the Office or its employees, agents, or representatives or who complains, testifies, assists, or in any way participates in the Office's complaint process pursuant to this policy. No employee who requests an accommodation for any protected characteristic listed in this policy shall be subjected to any punishment or sanction, regardless of whether the request was granted.
- C. Any employee who engages in prohibited discrimination, harassment, or retaliation or who aids, abets, incites, compels, or coerces another to engage or attempt to engage in such behavior in violation of this policy shall be subject to disciplinary action, up to and including dismissal.

Reference:

Education Code Sections 45260-45261

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