

SUBJECT: **NONDISCRIMINATION**

Supersedes: Policy 2.02 (2001); GBA

Effective: October 9, 2008

Page: 1 of 2

Approved by: Detroit Board of Education

1.0 Policy

The District shall safeguard the Constitutional rights and dignity of all persons who come within its jurisdiction. It shall seek to implement the goals of equal opportunity in all its policy determinations and actions.

It is the policy of the District to provide equal employment and educational opportunities to all persons without regard to race, religion, sex, national origin, age, height, weight, marital status, familial status, handicap, or Vietnam era or disabled veteran status in accordance with applicable federal and state laws.

The District's policies and actions shall be directed toward extending equal educational opportunities for all students, a quality integrated school system, a balanced staff, and equal opportunity for employment.

All personnel policies and practices of the Board will be in accord with fair employment practices as determined by state and federal legislation. No individual will be discriminated against because of race, creed, sex, ethnic origin, or handicap unrelated to ability to perform the duties of the position.

Attachments to Policy 7.01: None

Legal References: Mich Const Art 1, § 2
 MCLA § 27.2101 *et seq.*
 MCLA § 37.2401 *et seq.*
 MCLA § 750.146 *et seq.*
 20 USCA § 1415
 20 USCA § 1681
 20 USCA § 4071
 42 USCA § 1981 *et seq.*
 42 USCA § 2000e *et seq.*
 42 USCA § 12112 *et seq.*
 34 CFR 106.8

This is a general list of legal references; the U.S. Constitution, numerous federal and state statutes, and case law also may prohibit discrimination.

Detailed legal references on equal opportunity Employment and nondiscrimination are given in the district's Publication "Equal Employment Opportunities and Contract Relations."

Labor Contract References:

DFT
OSAS (items on staff balance)
All contracts have clauses on nondiscrimination