

The Board of Trustees of Minidoka County Joint School District No. 331 herewith reaffirms its commitment to the fundamental principles of justice, due process, equal protection under the law, and the right to petition for redress of grievances as set forth in the constitutions of the United States and the State of Idaho and as interpreted by the legislative and judicial branches of the United States and State of Idaho with respect to policies of employment and delivery of services.

Recognizing the principles and procedures set forth in these laws, the District will, as a matter of basic educational policy, establish and maintain instructional processes which, in substance and in management, reflect and respect these fundamental legal principles. Sound educational practices dictate that all who participate in the operation of the public schools avoid discriminatory practices both in the area of personnel administration and delivery of educational services.

With respect to the employment policies, practices and procedures of the District, the only criteria for recruiting, selecting, hiring, promotion, compensation, and discipline of employees or applicants for employment will be individual work merit and ability, job qualification, job performance and professional conduct. The District shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, sexual orientation, age, ancestry, marital status, gender identity, military status, citizenship status, pregnancy, use of lawful products while not at work, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

The District will make reasonable accommodation for an individual with a disability known to the District, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the District.

The District will solicit job applications from all qualified candidates and will operate according to the doctrine of equal pay for equal work.

With respect to delivery of services, this policy provides that the District will take necessary action to assure that the educational resources and opportunities of the District are made available on an equal basis to all students without regard to race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, citizenship status, pregnancy, physical or mental handicap or disability, and other legally protected categories.

Inquiries regarding discrimination should be directed to the District's Title IX/ Nondiscrimination Coordinator or Superintendent. Specific written complaints should follow the Uniform Grievance Procedure.



**LEGAL REFERENCE:** Idaho Code 44-1702: 29 U.S.C. §§ 621, et seq. Age  
Discrimination in Employment Act  
42 U.S.C. §§ 12111, et seq. Americans with  
Disabilities Act, Title I  
29 U.S.C. § 206(d) Equal Pay Act  
8 U.S.C. §§ 1324(a), et seq. Immigration Reform  
and Control Act  
29 U.S.C. §§ 791, et seq. Rehabilitation Act of 1973  
42 U.S.C. §§ 2000(e), et seq.,  
29 C.F.R., Part 1601 Title VII of Civil Rights Act  
20 U.S.C. §§ 1681, et seq., 34 C.F.R., Part 106 Title  
IX of the Education Amendments,  
I.C. § 67-5909 Acts Prohibited  
29 CFR 1604.10 Pregnancy Discrimination Act -  
Employment Policies Relating to Pregnancy and  
Childbirth

**ADOPTED:** November 19, 1994

**AMENDED/REVISED:** August 16, 1999; August 15, 2011; September 21, 2015;  
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