

All Personnel

Civil and Legal Rights

The personal life of an employee is not an appropriate concern for the attention of the Board except as it may directly prevent the employee from properly performing his/her duties or responsibilities.

Employees shall be entitled to full rights of citizenship. The religious or political activities of any employee or the lack thereof shall not be grounds for any discipline or discrimination with respect to the professional employment of such employee, providing said activities do not violate Board policy, administrative regulations or local, state or federal laws. (cf. 1311 - Political Activities of School Employees)

**Nondiscrimination**

The conditions of employment in the District, including wages, hours, terms and benefits, shall be applied without regard to race, color, creed, sex, religion, ancestry, national origin, age or non-job related handicap or disability. Employees shall observe all laws, policies and regulations prohibiting discrimination or harassment.

**Grievances**

No employee, employee association representative, member of any employee organization at any other participant in a grievance procedure shall suffer reprisals in any way or suffer any professional disadvantage by reason of participation in the processing of any grievance. (cf. 4144/4244 - Grievances/Complaints)

**Association Membership**

No employee shall suffer any professional disadvantage by reason of the employee's membership or non-membership in an employee association or participation in its lawful activities.

Legal reference:

EDUCATION CODE

- 200-261 Prohibition of discrimination on the basis of sex
- 7050-7057 Political activities of school officers and employees
- 44040 Unlawful to discriminate solely because of employees appearance before certain boards or committees

GOVERNMENT CODE

- 3543. Interference with employee's rights prohibited
- 12940 et seq. Discrimination prohibited; Unlawful practices, generally