

CLASSIFIED PERSONNELRecruitment and Selection

The Personnel Commission shall work collaboratively with the Superintendent to establish rules and procedures for the recruitment and selection process for classified personnel.

No questions relating to gender, sex, race, color, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, or sexual orientation shall be asked of any applicant, nor discrimination be exercised against any qualified candidate for any of these characteristics or the perception of one or more of such characteristics.

Nothing in this policy shall be construed to prevent the promotion of an existing employee to a vacancy without circulation of a vacancy announcement upon the finding of the Superintendent that employees on staff make an out-of-office search unwarranted.

Legal reference

EDUCATION CODE

200-262.4 Prohibition of discrimination

CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state financial assistance

UNITED STATES CODE, TITLE 20

1400-1482 Individuals with Disabilities in Education Act

1681-1688 Discrimination based on sex or blindness, Title IX

UNITED STATES CODE, TITLE 29

794 Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

2000h-2000h-6 Title IX

12101-12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 Americans with Disabilities Act

36.303 Auxiliary aids and services

CODE OF FEDERAL REGULATIONS, TITLE 34

100.1-100.13 Nondiscrimination in federal programs, effectuating Title VI

104.1-104.39 Section 504 of the Rehabilitation Act of 1973

106.1-106.61 Discrimination on the basis of sex, effectuating Title IX, especially: