

GRAND ISLAND PUBLIC SCHOOLS

6410 NONDISCRIMINATION (Staff)

It is the policy of the Grand Island Public Schools to hire well-qualified people to perform the many tasks necessary to provide a quality education for our students.

Equal opportunities will be extended to all employees and applicants for employment who meet the qualifications established for a given position. The district will not discriminate against any employee or applicant on the basis of race, color, religion, veteran status, national origin, ethnicity, sex or gender, sexual orientation, marital status, pregnancy, childbirth or related medical condition, age, intellectual or physical disability, or other protected status.

This policy of equal opportunity will apply to all personnel areas including, but not limited to:

- 1) Recruitment
- 2) Selection and hiring criteria and practices
- 3) Transfer and promotion
- 4) Demotion, termination, reduction in force, and recall
- 5) Compensation
- 6) Working conditions
- 7) Benefits
- 8) Training

Grand Island Public Schools may use an individual's criminal conviction history in making hiring decisions. In such instances, consideration shall be given to the following:

- 1) The essential job requirements and the actual circumstances under which the job is performed including, but not limited to, the level of supervision, oversight and interaction with co-workers or students;
- 2) The nature and seriousness of the criminal conduct that may demonstrate unfitness for performing the job with the facts surrounding the conduct being particularly relevant;
- 3) The age of the applicant at the time of the criminal conduct in relation to the present;
- 4) When the criminal conduct occurred in relation to the present;
- 5) The applicant's efforts at rehabilitation; and,
- 6) Whether there is a close relationship between the criminal conduct and the job that negatively affects the safe and efficient educational environment.

The individual shall be informed that he or she may be excluded from employment because of past criminal conduct and shall be given an opportunity to demonstrate eligibility for hiring because of his or her particular circumstances or that the considerations as applied are not job related and consistent with a safe and efficient educational environment. A record shall be kept noting the justification for a refusal to hire.

References: *Title IX, Education Amendments of 1972*
Title VII of the Civil Rights Act of 1964, as amended
Age Discrimination in Employment Act of 1975
Section 504 of the Rehabilitation Act of 1973
Title II, Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Neb. Rev. Stat. § 48-1101

See also Policy 1310 NONDISCRIMINATION; 1310.1 Administrative Guidelines; 1310.2 Complaint Form

Policy Adopted 3/1/76

Policy Revised 6/8/92

Policy Revised 11/14/2011

Policy Revised: 3.17.2014

Policy Revised: 01.14.2016

Policy Revised: 11.12.2020

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The Grand Island Public Schools does not discriminate on the basis of sex in any educational program or activity that it operates. The District is required by Title IX (20 U.S.C. § 1681) and 34 CFR Part 106 not to discriminate in such a manner. This requirement not to discriminate also applies to admission and employment. Any inquiries about the application of Title IX may be referred to the District Title IX Coordinator, to the Assistant Secretary of the Office of Civil Rights, or both. The GIPS Board of Education designates the following individuals to serve as GIPS Title IX Coordinators for students and staff and serve as Compliance Coordinator:

Title: Dr. Robin R. Dexter, Associate Superintendent
Coordinator for Student Complaints and Compliance Coordinator
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: rdexter@gips.org
Phone number: 308-385-5900

Title: Ms. Kristen Irey, Chief of Human Capital Management
Coordinator for Staff Complaints
Office address:
Kneale Administration Building, 123 S. Webb Road, Grand Island, NE 68802
Email: kirey@gips.org
Phone number: 308-385-5900

For information regarding the Grand Island Public Schools procedure for complaints of sexual harassment including the complaint process, how to file a report or a complaint of sexual harassment, how to file a formal complaint of sexual harassment, and how the District will respond to such complaints see Board Policy, 6205 Staff and 8505 Student, located on the GIPS web site.