
Spalding Community Service District

POLICY HANDBOOK

POLICY TITLE: Equal Opportunity

POLICY NUMBER: 2800

2225.1 The District employs persons having the best available skills to efficiently provide high quality service to the public.

2800.2 The District provides equal opportunity for all persons in all aspects of employment, including recruitment, selection, promotion, transfer, training, compensation, educational assistance, benefits, discipline, working conditions, reduction in force, reinstatement, and all other matters of employment. All District employees, officials, volunteers, and representatives share responsibility for maintaining a respectful, inclusive, and non-discriminatory work and service environment.

2800.2.1 Equal Employment Opportunity and Non-Discrimination

Such equality of opportunity shall be based solely on job related knowledge, skills, and job performance, and shall be without discrimination because of race, color, religion, national origin, sex, age, sexual orientation, handicap, veteran status, or any other factor unrelated to job performance.

The District is committed to providing equal employment opportunity and maintaining a workplace and public service environment free from discrimination, harassment, and retaliation.

Employment decisions shall be based solely upon job-related qualifications, merit, competence, performance, and business necessity. The District prohibits discrimination, harassment, or retaliation in recruitment, hiring, promotion, transfer, compensation, benefits, training, discipline, termination, and all other terms and conditions of employment.

The District shall not discriminate against any applicant, employee, volunteer, intern, contractor, consultant, Board member, participant, beneficiary, or member of the public on the basis of race, religious creed, color, national origin, ancestry, citizenship status, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, reproductive health decision-making, military or veteran status, or any other characteristic protected by federal, state, or local law.

The District shall provide reasonable accommodations to qualified individuals with disabilities and shall engage in the interactive process as required by law.

The District shall not discriminate in the provision of public programs, services, facilities, meetings, activities, benefits, or employment opportunities.

The District prohibits retaliation against any person who reports discrimination, harassment, or retaliation; participates in an investigation; files a complaint; or otherwise exercises rights protected by law.

The District shall comply with all applicable federal and state civil rights laws, including Title VI and Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and applicable provisions of California law.

Individuals who believe they have experienced discrimination, harassment, or retaliation may utilize the District's complaint and grievance procedures. The District shall take reasonable steps to provide meaningful access to its programs and services for individuals with limited English proficiency in accordance with District policy and applicable law.

Rev 7/9/26