

Downey Unified School District

CERTIFICATED PERSONNEL

DISCRIMINATION AND SEXUAL HARASSMENT IN EMPLOYMENT

BP 4110.1

It shall be the policy of the Board of Education to provide a positive work environment where employees and job applicants are assured of equal access and opportunities and are free from harassment in accordance with the law. The Board of Education and the Superintendent prohibit discrimination, sexual harassment and/or harassment against any employee and/or job applicant in conformance with law as enforced by the Department of Fair Employment and Housing (DFEH). Downey Unified School District shall protect employees and prospective employees from illegal discrimination, sexual harassment and harassment in employment based on your actual or perceived:

- Age (40 and above)
- Ancestry
- Color
- Denial of family and care leave
- Denial of pregnancy disability leave or reasonable accommodation
- Disability (physical and mental, including HIV and AIDS)
- Genetic information
- Gender, gender identity, and gender expression
- Marital status
- Medical condition (genetic characteristics, cancer or a record of history of cancer)
- Military or Veteran Status
- National origin (includes language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law)
- Race
- Religion (includes religious dress and grooming practices)
- Sex (includes pregnancy, childbirth, breastfeeding and/or related medical condition)
- Sexual orientation

Any incident related to discrimination, sexual harassment or harassment should be reported to:

Alyda R. Mir
Assistant Superintendent, Certificated Human Resources
Title IX Compliance Officer
11527 Brookshire Avenue
Downey, CA 90241
(562) 469-6541 almir@dusd.net