

Downey Unified School District

CLASSIFIED PERSONNEL

DISCRIMINATION AND HARASSMENT IN EMPLOYMENT

BP 5210

It shall be the policy of the Board of Education to provide a discrimination and harassment free employment process in conformance with law as enforced by The Department of Fair Employment and Housing (DFEH). Employment in Downey Unified shall protect prospective candidates from illegal discrimination 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
- National origin
- Race
- Religion (includes religious dress and grooming practices)
- Sex (includes pregnancy, childbirth, breastfeeding and/or related medical condition)
- Sexual orientation
- Veteran status