

### **3.01 EQUAL EMPLOYMENT OPPORTUNITY**

It is the policy of the Franklin Local Board of Education to comply with all federal and state laws, requirements and regulations prohibiting discrimination. It is the policy of the Board that no staff member, or candidate for a position, in this District shall, on the basis of race, color, religion, national origin, creed or ancestry, age, sex, marital status, or disability, be discriminated against, excluded from participation in, denied the benefits of, recruited, employed, assigned, evaluated, provided inservice education or other terms, conditions, and privileges of employment or otherwise be subjected to, discrimination in any program or activity for which the Board is responsible or for which it receives financial assistance from the U.S. Department of Education.

No employee or applicant for employment shall be required to affirmatively ascribe to or opine about specific beliefs, affiliations, ideals, or principles regarding political movements or ideologies. Statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideologies will not be used as part of the evaluation criteria for employees or applicants for employment, or for employees seeking career progression and/or benefits.

The Superintendent or designee shall act as the compliance officer for the Board. The responsibility of the compliance officer or designee shall be to insure that federal and state regulations are complied with and that any complaints are dealt with promptly in accordance with law.

Notice of the Board's policy on nondiscrimination in employment practices shall be posted throughout the District and published in any District statement regarding the availability of employment.

The Board directs the Superintendent to continually evaluate the District's employment practices to insure that equal opportunities are available to all applicants and employees based upon each individual's qualifications, merit, and job abilities.