

**GAAA Equal Opportunity Employment**

3/27/15

The Cobb County School District (District) is an equal opportunity employer and complies with all applicable federal or Georgia laws. The District strictly prohibits discrimination on the basis of race, creed, color, national origin, religion, sex, age, genetic information, service in the uniform services or disability in any aspect of the employment process, including but not limited to applications, advertisements, hiring, transfer, discipline, compensation or termination/non-renewal.

All employees are entitled to non-discriminatory treatment in decisions involving hiring, promotions, compensation, training and discipline. The District does not consider race, color, sex (including pregnancy and related conditions), religion, national origin, military status, disability, age, genetic information, service in the uniform services or any other legally protected status in any employment decision or employment practice.

Adopted: 7/23/92

Revised: 7/28/94; 1/13/10; 2/25/10

Revised and Re-coded: 5/17/12 (previously coded as Board Policy AC)

Revised: 3/27/15

## Legal Reference

O.C.G.A. 34-06A-0002	Equal Employment for persons with disabilities-Definitions
O.C.G.A. 34-06A-0003	Inquiries by employer as to existence of disability; employment decisions based on disability
O.C.G.A. 34-06A-0004	Prohibited discriminatory activities
O.C.G.A. 34-06A-0005	Retaliation by employers against employees; labor organization members
O.C.G.A. 34-06A-0006	Actions against persons engaged in unfair employment practices; remedies, court costs, and attorney's fees
O.C.G.A. 45-19-0029	Fair Employment Practices Act of 1978-Unlawful practices generally
O.C.G.A. 45-19-0031	Unlawful practices in advertisement of employment
O.C.G.A. 45-01-0004	Whistleblower
O.C.G.A. 20-02-0211.1	Clearance certificates issued by the Professional Standards Commission relating to fingerprint and criminal background checks
O.C.G.A. 20-02-0211	Annual contract; disqualifying acts; fingerprinting; criminal record checks
O.C.G.A. 30-01-0001	"Deaf person" defined
O.C.G.A. 34-01-0002	Age discrimination in employment prohibited
O.C.G.A. 34-05-0001	Discriminatory wage practices based on sex; (comp worth)
34 CFR 104.7	Section 504 - Designation of responsible employee and adoption of grievance procedures
34 CFR 100.7(c)	Title VI - Conduct of investigations
29 CFR 1691.5	Agency processing of complaints of employment discrimination - ADA
34 CFR 106.8	Title IX - Designation of responsible employee and adoption of grievance procedures for sex discrimination
42 USC 2000d	1964 Civil Rights Act
20 USC 1703	Denial of equal educational opportunity prohibited
29 USC 631	Age limits
29 USC 623	Age Discrimination Act of 1967
42 USC 12101	Americans with Disabilities Act of 1990
29 USC 705	Rehabilitation Act of 1972
20 USC 1681	Title IX of the Education Amendments of 1972