

CODE OF CONDUCT

Scope:

The district believes that each individual is entitled to EEO without regard to race, color, religion, sex, national origin, age, physically disabled, disabled veteran, and any other characteristic protected by law or a veteran of the Vietnam era or any era which is covered by the ADA.

Guidelines:

- A. The EEO also extends to recruitment, hiring, selection, transfer, promotion, training, discipline and other conditions of employment and volunteerism.
- B. It is the responsibility of each member to assure the application of this EEO policy in his or her area of control.
- C. You are expected to make every reasonable effort to assure that EEO is available to all.
- D. We further expect you to demonstrate sensitivity and respect for all members.
- E. We also expect that you demonstrate a commitment to the Executive Staff regarding equal opportunity and affirmative action objectives.
- F. We believe in people's abilities and will make reasonable accommodations to allow people with disabilities to succeed and develop in their employment and volunteer status with the district.
- G. Any member with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of their immediate supervisor or Executive Staff.
- H. Any member can raise concerns and make reports without fear of reprisal.
- I. Anyone found to be engaging in any type of unlawful discrimination would be subject to disciplinary action up to and including termination of employment or membership depending on class of employee.