

Non-Discrimination in Employment – Personnel Promotion Procedure

The Board of Trustees, or designee, shall determine all employee promotions and shall generally act on the recommendations of the Superintendent of Schools. Promotions shall be made without regard to race, color, religion, sex, national origin, age, genetic information, veteran status or disability but shall be based on merit, skills and professional qualifications.

Promotions may take the form of an “acting” classification during which time the employee’s ability to fulfill new job responsibilities will be evaluated. When a promotion is formally designated as an “acting classification” and an employee is placed in the role for twenty (20) consecutive work days, then the employee would receive the wage for that position per policy. Acting classification should not exceed one (1) year in duration without Board approval.

Filing Other Complaints

The complainant may also file a complaint with the following state and federal agencies:

1. Idaho Human Rights Commission, 1109 Main Street, P.O. Box 83720, Boise, Idaho 83720-0040.
2. U.S. Department of Justice, Washington, D.C. 20530.
3. Office for Civil Rights, U.S. Department of Education, 330 C Street Southwest, Suite 5000, Washington, D.C. 20202.

Employment complaints may be filed with the Equal Employment Opportunity Commission, 2815 2nd Avenue, Suite 500, Seattle, Washington 98121.

No Retaliatory Action

No individual who has filed a complaint, complained about discrimination, or participated in a discrimination investigation or lawsuit will be intimidated, coerced or otherwise discriminated against as a result of that activity.

Policy History:

Adopted on: 7/7/14
Revised on: