

6120	Recruitment / Equal Opportunity Employment
-------------	---

The Ballston Spa Central School District is an equal opportunity employer that does not discriminate in the recruitment, consideration, or selection of a person for full or part-time employment in its programs and activities on the basis of any legally protected class or category including, but not limited to: age; race; creed; religion; color; national origin; sexual orientation; gender identity or expression; military status; sex; disability; predisposing genetic characteristics; familial status; marital status; status as a victim of domestic violence; and criminal arrest or conviction record.

The Board of Education seeks to recruit, hire, and retain well-qualified candidates for each position within our District who are representative of the racial, cultural, and economic diversity within the District.

The Superintendent of Schools is charged with the development of specific procedures to insure the District's compliance with these provisions.

Age Discrimination in Employment Act, 29 USC Section 621
Americans with Disabilities Act, 42 USC Section 12101 et seq.
Genetic Information Non-Discrimination Act (GINA), 42 USC § 2000ff et seq.
Section 504 of the Rehabilitation Act of 1973, 29 USC Section 794 et seq.
Title VI of the Civil Rights Act of 1964, 42 USC Section 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 USC Section 2000e et seq.
Title IX of the Education Amendments of 1972, 20 USC Section 1681 et seq.
Civil Rights Law Section 40-c
Civil Service Law Section 75-B
Executive Law Section 290 et seq.
Military Law Sections 242 and 243

NOTE: Refer also to Policies

#3420 -- Non-Discrimination and Anti-Harassment in the District

#3421 -- Title IX and Sex Discrimination

#6121 -- Sexual Harassment in the Workplace

#6122 -- Employee Grievances

Adoption Date: TBD