



# ALTURAS

## INTERNATIONAL ACADEMY

151 N Ridge Avenue, Idaho Falls, ID 83402 | Office: 208-522-5145 | Fax: 208-522-5147  
Office@AlturasAcademy.org | AlturasAcademy.org

### PERSONNEL

5120

#### Equal Employment Opportunity and Non-Discrimination

The Charter School shall provide equal employment opportunities to all persons, regardless of their race, color, religion, creed, national origin, sex, gender identity and expression, sexual orientation, age, ancestry, marital status, military status, citizenship status, pregnancy, use of lawful products while not at work, physical or mental handicap or disability if otherwise able to perform the essential functions of the job with reasonable accommodations, and other legally protected categories.

The Charter School will make reasonable accommodation for an individual with a disability known to the School, if the individual is otherwise qualified for the position, unless the accommodation would impose an undue hardship upon the School.

Inquiries regarding discrimination should be directed to the Title IX or Nondiscrimination Coordinator. Specific written complaints should follow the Uniform Grievance Procedure.

In compliance with federal regulations, the Charter School will notify annually all students and applicants of this policy and the designated coordinator to receive inquiries. Notification should include the name and location of the coordinator.

Cross References:	4175 5100 5250	Required Annual Notices Hiring Process and Criteria Certificated Staff Grievances
Legal References:	Pub. L. 99-603 20 USC §§ 1681 - 1682 29 USC § 206(d) 29 USC §§ 621-34 29 USC § 701, <i>et seq.</i> 42 USC §§ 2000(e), <i>et seq.</i> 42 USC §§ 12101, <i>et seq.</i>	Immigration Reform and Control Act of 1986 Title IX of the Education Amendments of 1972 Equal Pay Act of 1963 -Prohibition of Sex Discrimination Age Discrimination in Employment Act of 1967 Section 504 of the Rehabilitation Act of 1973 Title VII of the Civil Rights Act of 1964 Title I of the Americans with Disabilities Act of 1990



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29 CFR Part 1601	Implementing Title VII of Civil Rights Act
29 CFR § 1604.10	Pregnancy Discrimination Act – Employment Policies Relating to Pregnancy and Childbirth
34 CFR Part 106	Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance (Implementing Title IX)
IC § 33-5206	Requirements and Prohibitions of a Public Charter School
IC § 67-5909	State Government and State Affairs - Acts Prohibited
IDAPA 08.02.04.300	Public Charter School Responsibilities
U.S. Supreme Court Decision: Boystock v. Clayton County Georgia	

### Policy History:

Adopted on: October 20, 2016

Revised on: August 16, 2023

Reviewed on: