

**POLICY TITLE:** Equal Opportunity  
**POLICY NUMBER:** 4005

4005.1 The District employs persons having the best available skills to efficiently provide high quality service to the public. The District provides equal opportunity for all persons in all aspects of employment, including recruitment, selection, promotion, transfer, training, compensation, educational assistance, benefits, discipline, working conditions, reduction in force, reinstatement, and all other matters of employment.

4005.2 Such equality of opportunity shall be based solely on job-related knowledge, skills, and job performance, and shall be without discrimination because of race, color, religion, national origin, ancestry, citizenship, sex (including pregnancy, childbirth, or related medical conditions), sexual orientation, gender identity or gender expression, age, physical or mental disability, medical condition, marital status, registered domestic partner status, veteran status, genetic information, or any other factor unrelated to job performance. Discrimination may occur based on a single protected characteristic or on a combination of two or more protected characteristics. The District prohibits discrimination on any such basis, consistent with applicable law, including the clarifications reflected in SB 1137. Any such discrimination constitutes a violation of District policy and may result in corrective action.