

## ***EQUAL OPPORTUNITY EMPLOYMENT***

It is the policy of the Calcasieu Parish School Board that no person in the school district shall, on the basis of age, race, color, disability, religion, national origin, natural, protective, or cultural hairstyle, sex, or similar personal distinction be denied the benefits of, or be subject to discrimination in regard to employment, retention, promotion, transfer, evaluation, or dismissal in any educational program or activity under the jurisdiction of the School Board.

The Superintendent and/or his/her representative shall investigate any and all complaints of prohibited discriminatory action. When School Board Policies do not provide the method by which or to whom complaints are to be made, complaints may be submitted to either the School Board's Chief Operating Officer or to the Chief Academic Officer, 3310 Broad Street, Lake Charles, Louisiana 70615, (337) 217-4008. Except with respect to allegations of sexual harassment of students, employees, and applicants for admission or employment, the investigation shall be in accordance with the procedures set forth in School Board policy [GAMC, Investigations](#). Sexual harassment investigation procedures are contained in policies [JCED, Title IX and Sexual Harassment](#), and [JCED-AP, Title IX and Sexual Harassment Administrative Procedures](#).

Revised: March 9, 2021

Revised: January 10, 2023

Ref: [U.S. Constitution, Amend. XIV, Sec. 1](#)  
[20 USC 1681](#) et seq. (*Title IX of the Education Amendments of 1972*)  
[29 USC 621](#) et seq. (*Age Discrimination in Employment*)  
[42 USC 2003-1 to 1017](#) (*Indian Hospitals and Health Facilities*)  
[34 CFR 106](#) et seq. (*Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance*)  
La. Rev. Stat. Ann. [§17:111](#)  
[Griggs v. Duke Power Company](#), 91 S.Ct. 849 (1979)  
[Singleton v. Jackson Municipal Separate School District](#), 419 F.2d 1211 (5th Cir. 1979)  
Board minutes, [3-9-21](#), [1-10-23](#)

Calcasieu Parish School Board