

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The McDowell County Board of Education supports the principles of fairness and equity in all employment decisions regardless of race, religion, color, sex, national origin, age, or disability. This policy extends to all employees, applicants and former employees, and it covers all Board employment programs, management practices and decisions. The Board also prohibits discrimination on the basis of race, color, religion, national origin, sex, (including sexual harassment), sexual orientation, gender identity or expression, genetics, age (40 years and over), mental and physical disability, and in retaliation for prior involvement in Equal Employment Opportunity (EEO) protected activity.

As a political subdivision of the State, the Board is committed to maintaining a work environment that is free of retaliation and harassment. Administrators and other supervisors must routinely monitor the workplace to ensure an environment free of unlawful discrimination, hostility, intimidation, reprisal, or harassment. The Board's commitment includes taking swift and appropriate disciplinary action against individuals who engage in retaliatory and harassing behavior. Furthermore, the Board supports the rights and freedom of individuals who exercise their rights under EEO antidiscrimination laws.

As leaders, administrators and supervisors are expected to take an active role in promoting and implementing the Board's EEO goals and objectives. It is the responsibility of administrators and supervisors to ensure that all employees are afforded a fair and competitive employment process in accordance with West Virginia law.

All Board employees are responsible for implementing the Board's EEO policy in their daily actions, conduct, and decisions. Each individual is expected to abide by the letter, intent and spirit of the equal opportunity laws and policies. Achievement of the Board's equal opportunity objectives will enhance the Board's ability to accomplish its mission.

The Board is committed to preventing unlawful discrimination in its employment policies, procedures, practices, and operations. Complaints may be filed with the McDowell County Board of Education's Title IX Coordinator at 30 Central Avenue, Welch WV 24801 (304-436-8441). Complaint forms and guidelines may be found at the following URL: <https://boe.mcdo.k12.wv.us/Page/2405>. This statement reaffirms the principles of equal employment opportunity and assures that EEO program requirements will be enforced.

Adopted: September 3, 2013

Revised: April 6, 2020