

## ARTICLE 4: PERSONNEL

### Concepts and Roles in Personnel Equal Opportunity Employment

4002

The O'Neill Public School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually. The board shall appoint an employee to serve as non-discrimination compliance coordinator.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the board shall consider the qualifications, credentials, and records of the applicants without regard to race, color, national origin, sex, disability, age, marital status or genetic background.

Advertisements and notices for vacancies within the district shall contain the following statement: "The O'Neill Public School District is an equal opportunity employer (EOE)." The statement shall also appear on application forms.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, shall be directed to:

O'Neill Public Schools  
Attn: Superintendent  
PO Box 230  
O' Neill, NE 68763  
402-336-3775

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity and non-discrimination laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to:

Director of the Kansas Office of Civil Rights  
US Department of Education  
8930 Ward Parkway  
Suite 2037  
Kansas City, MO 64114  
816-268-0550  
e-mail: OCR.KansasCity@ed.gov

Nebraska Equal Opportunity Commission  
State Office Building  
301 Centennial Mall South  
5th floor  
P.O. Box 94394  
Lincoln, NE 68509-4934  
402-471-2024 or 800-642-6112

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

## ARTICLE 4: PERSONNEL

### Concepts and Roles in Personnel Equal Opportunity Employment

4002

Further information and procedures for filing a complaint are available at the website of the Nebraska Equal Opportunity Commission, <http://www.neoc.ne.gov/comp/comp.htm>.

Legal Reference:       29 U.S.C. §§ 621-634 (1994).  
                              42 U.S.C. §§ 2000e et seq. (1994).  
                              42 U.S.C. §§ 12101 et seq. (1994).  
                              Neb. Statute 48-1101 et seq. (Nebr. Fair Employment Practice Act)