

McKINLEYVILLE

COMMUNITY SERVICES DISTRICT



MCKINLEYVILLE COMMUNITY SERVICES DISTRICT ANTI-DISCRIMINATION POLICY

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Programs

MCSO has zero tolerance for harassment or any other form of discriminatory behavior, as set forth in this Policy Against Discrimination. The District does not tolerate discrimination or harassment based on gender, pregnancy, childbirth (or related medical conditions), race, color, religion, national origin, ancestry, age, physical disability, mental disability, medical condition, marital status, sexual orientation, family care or medical leave status, military or veteran status, or any other status protected by federal, state, or local law. MCSO requires that all programs be administered in a manner that adheres to MCSO Policy. Furthermore, MCSO requires that all program participants and legal guardians of program participants adhere to MCSO policy. MCSO will respond to any discriminatory behavior in an appropriate manner, including, but not limited to, program termination and/or guardian or participant exclusion, reporting to appropriate legal authorities or other appropriate responses. All incidences of discriminatory behavior are to be reported to the MCSO General Manager immediately.

For all communications, both written and electronic, MCSO does not tolerate any correspondence that degenerates into improper use. MCSO's technology resources are governed by District policies. Under no circumstances may anyone use MCSO's technology resources to transmit, receive, or store any information that is discriminatory, harassing, or defamatory in any way, such as sexually explicit or racially disparaging messages, jokes, or cartoons.

Facilities

MCSO has zero tolerance for harassment or any other form of discriminatory behavior, as set forth in this Policy Against Discrimination. The District does not tolerate discrimination or harassment based on gender, pregnancy, childbirth (or related medical conditions), race, color, religion, national origin, ancestry, age, physical disability, mental disability, medical condition, marital status, sexual orientation, family care or medical leave status, military or veteran status, or any other status protected by federal, state, or local law. MCSO requires that all patrons of facilities adhere to MCSO policy. MCSO will respond to any discriminatory behavior in an appropriate manner, including, but not limited to, termination of facility agreement and/or future facility use, reporting to appropriate legal authorities or other appropriate responses. All incidences of discriminatory behavior are to be reported to the MCSO General Manager immediately.

For all communications, both written and electronic, MCSO does not tolerate any correspondence that degenerates into improper use. MCSO's technology resources are governed by District policies. Under no circumstances may anyone use MCSO's technology resources to transmit, receive, or store any information that is discriminatory, harassing, or defamatory in any way, such as sexually explicit or racially disparaging messages, jokes, or cartoons.

Contractors/Vendors

MCS D has zero tolerance for harassment or any other form of discriminatory behavior, as set forth in this Policy Against Discrimination. The District does not tolerate discrimination or harassment based on gender, pregnancy, childbirth (or related medical conditions), race, color, religion, national origin, ancestry, age, physical disability, mental disability, medical condition, marital status, sexual orientation, family care or medical leave status, military or veteran status, or any other status protected by federal, state, or local law. MCS D requires that all contractors and /or vendors adhere to MCS D policy. MCS D will respond to any discriminatory behavior in an appropriate manner, including, but not limited to, termination of contract or vendor agreement, reporting to appropriate legal authorities or other appropriate responses. All incidences of discriminatory behavior are to be reported to the MCS D General Manager immediately.

MCS D will not tolerate harassment by its employees of Contractors and Vendors with whom District employees have a business, service or professional relationship. Additionally, the District will not tolerate harassment by Contractors and Vendors directed at employees or the participants of programs or recipients of services provided by Contractors or Vendors.

For all communications, both written and electronic, MCS D does not tolerate any correspondence that degenerates into improper use. MCS D's technology resources are governed by District policies. Under no circumstances may anyone use MCS D's technology resources to transmit, receive, or store any information that is discriminatory, harassing, or defamatory in any way, such as sexually explicit or racially disparaging messages, jokes, or cartoons.

Staff

It is the policy of MCS D to provide equal employment opportunity for all applicants and employees. The District does not discriminate on the basis of race, color, creed, religion, sex (including pregnancy, childbirth, or related medical conditions), national origin, ancestry, age, physical or mental disability, legally protected medical condition, including genetic characteristics, family care status, military or veteran status, marital status, sexual orientation, registered domestic partner status or any other basis protected by federal, state or local law. This policy also prohibits discrimination based on the perception that anyone has any of the above- referenced characteristics, or is associated with a person who has or is perceived as having any of these characteristics. All such discrimination is unlawful.

When necessary, MCS D also makes reasonable accommodations for disabled employees and for pregnant employees who request an accommodation, with the advice of their health care providers, for pregnancy, childbirth, or related medical conditions.

MCS D prohibits the harassment of any employee on any of the bases enumerated above. For information concerning the types of conduct that constitute impermissible harassment and the District's internal procedures for addressing complaints of harassment, please refer to MCS D's Policy Against Harassment located in the Employee Handbook.