

CHARLOTTE-MECKLENBURG SCHOOLS

POLICY Equal Opportunity	CMS/NEPN Code: GBA Proposed Revision 6/2/16
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It is the policy of the Charlotte-Mecklenburg Board of Education that all applicants for employment and employees will not be discriminated against on the basis of race, color, religion, sex, age, national origin or disability. This policy applies to all personnel actions, including recruiting, hiring, assignments, promotions, evaluations, transfers, compensation, training, discipline, termination and other terms and conditions of employment.

In compliance with Federal Law, Charlotte-Mecklenburg Schools administers all education programs, employment activities and admissions without discrimination against any person on the basis of gender, race, color, religion, national origin, age, or disability. Inquiries regarding compliance with Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in education programs or activities, may be referred to the District's Title IX Coordinator at titleixcoordinator@cms.k12.nc.us or at <http://www.cms.k12.nc.us/titleix>, or to the Office for Civil Rights, United States Department of Education.

Date of Adoption: 7/14/92

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Revised: 1/11/94, 12/10/02

Legal Reference: 42 U.S.C. §2000(e) et seq., 29 U.S.C. §621 et seq., 42 U.S.C. §12191 et seq.; N.C.G.S. §168A-1 et seq., §143-422.2

Previous CMS Policy #: 4100

Cross Reference: GBAA, GBEB