

CIVIL AND LEGAL RIGHTS

The personal life of an employee is not an appropriate concern for the Governing Board except as it may directly prevent the employee from performing his/her duties or responsibilities.

An employee's religious or political activities, or the lack thereof, shall not be grounds for any discrimination or disciplinary action by the District, provided these activities do not violate Board policy, administrative regulations or local, state or federal laws.

(cf. 4030 - Nondiscrimination in Employment)
(cf. 4119.25/4219.25/4319.25 - Political Activities of Employees)
(cf. 4144/4244/4344 - Complaints)

If contacted by an attorney or the representative of a law firm not employed by the District about any claim, complaint, lawsuit or other legal proceeding against the District, all employees have the right to:

1. Speak to the attorney or representative without fear of punishment in retaliation for such communication
2. Contact their supervisor before answering questions or responding in any way
3. Refuse to speak to the attorney or representative
4. Notify the District that the attorney or representative has requested an interview
5. Consult with the employee's own attorney or an attorney employed by the District
6. Be represented at any interview either by the employee's own attorney or an attorney employed by the District

Legal References (See Below)

All Personnel

BP 4119.1(a)
4219.1
4319.1

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Legal Reference:

EDUCATION CODE

200-262.3 Prohibition of discrimination on the basis of sex

7050-7057 Political activities of school officers and employees

44040 Unlawful to discriminate solely because of employees appearance before certain boards or committees

44801 Leave of absence for employees elected to the Legislature

CODE OF REGULATIONS, TITLE 5 - 30-31 Affirmative action employment programs

GOVERNMENT CODE

3543.5 Interference with employee's rights prohibited

12940-12950 Discrimination prohibited; unlawful practices

UNITED STATES CODE, TITLE 42

12101 et seq. Americans with Disabilities Act

2000d & 2000e et seq. Title VI & Title VII, Civil Rights Act of 1964 as amended

2000h-2 et seq. Title IX, 1972 Education Act Amendments

Policy
Adopted: September 11, 2000

BREA OLINDA UNIFIED SCHOOL DISTRICT
Brea, California