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| **Metropolitan Nashville Board of Education** |
| Monitoring:**Review: Annually, in January** | Descriptor Term:**Equal Opportunity Employment** | Descriptor Code:**5.104** | Issued Date: |
| Rescinds:**HR 5.166** | Issued:**10/01/09** |

Opportunity for employment, as well as continuation and advancement in employment, shall be afforded equally to members of all races, creeds, colors, sex, religions, ages, national origins, gender identity, sexual orientation, marital status, and individuals with disabilities or active duty/veteran status with regard only for qualifications for the positions involved.1, 2

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| Legal References | Cross References |
| 1. U.S. Constitution, Amendment XIV; Title VII, Civil Rights Act of 1964; Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Age Discrimination Act of 1967; Section 504 of the Rehabilitation Act of 1973; and 42 USC § 12101-12213
2. Metropolitan Government of Nashville and Davidson County Tennessee Code of Ordinances, Chapter 11.20.130.
 | Section 504 & ADA Grievance Procedures 1.802Discrimination/Harassment of Employees 5.500Complaints and Grievances 5.501 |