

JEFFERSON COUNTY PUBLIC SCHOOLS

EQUAL OPPORTUNITY POLICIES

Equal Employment Opportunity

Employees/Applicants

The Jefferson County Public School District shall not discriminate in recruitment or employment on the basis of race, color, national origin, age, religion, marital or parental status, political affiliations or beliefs, sex (including sexual orientation or gender identity), gender expression, veteran status, genetic information, disability, or limitations related to pregnancy, childbirth, or related medical conditions. The District shall promote equal opportunities through a vigorous affirmative action program as an integral part of personnel policy and practice in the employment, development, advancement, and treatment of employees.

In the Event of Questions

Employees and applicants should report allegations to immediate supervisors, Human Resources administrators, the Office of Compliance and Investigations, or the appropriate enforcement agency if you believe you have experienced harassment or discrimination.

Equal Education Opportunity

Students/Parents of Guardians

The Jefferson County Public School District shall not deny any student equal educational opportunity because of their race, color, national origin, age, religion, marital or parental status, political affiliations or beliefs, sex (including sexual orientation or gender identity), gender expression, veteran status, genetic information, disability, or limitations related to pregnancy, childbirth, or related medical conditions.

Harassment/discrimination is prohibited at all times on school property and off school grounds during school-sponsored activities. District staff shall provide for a prompt and equitable resolution of complaints concerning harassment/discrimination.

In the Event of Questions

Students and parents/guardians should report allegations to the school principal, the Office of Compliance and Investigations, or the appropriate government enforcement agency if you believe you have experienced harassment or discrimination.

Noncompliance with the above policy and procedures may result in disciplinary action.

Discrimination Grievance Procedure

The Jefferson County Public Schools Discrimination Grievance Procedure is available at local schools, on the Jefferson County Public Schools website at www.jefferson.kyschools.us, or in the Office of Compliance and Investigations, C. B. Young Jr. Service Center, 3001 Crittenden Drive, Louisville, KY 40209. Contact the Office of Compliance and Investigations at **485-3341**, or call or write one of the following enforcement agencies:

Equal Employment Opportunity Commission

(502) 694-3989 | www.eeoc.gov

U.S. Department of Education

Atlanta Office
Office for Civil Rights
61 Forsyth St. S.W., Suite 19770
Atlanta, GA 30303-8927
(404) 562-7840 | www.ed.gov

Kentucky Commission of Human Rights

312 Whittington Parkway
Louisville, KY 40222
(502) 595-4024 | <http://kchr.ky.gov>

Louisville Metro Human Relations Commission

745 West Main Street
Louisville, KY 40202
(502) 574-3631 | louisville.ky.gov/government/human-relations-commissions



www.jefferson.kyschools.us

Equal Opportunity/Affirmative Action Employer Offering
Equal Educational Opportunities

Revised 07/25