**Equal Employment Opportunity**

Equal Employment Opportunity has been, and will continue to be, a fundamental principle at Eastmont School District, where employment is based upon personal capabilities and qualifications.

Eastmont School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employee(s) has been designated to handle questions and complaints of alleged discrimination: Vicki Trainor, Executive Director of Human Resources, 800 Eastmont Ave., East Wenatchee, WA 98802, (509) 884-7169.

This policy of Equal Employment Opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.

Appropriate disciplinary action may be taken against any employee willfully violating this policy.

**Americans with Disabilities Act (ADA)**

The Eastmont School District is committed to complying with all applicable provisions of the Americans With Disabilities Act (ADA). It is the Eastmont School District’s policy not to discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual’s disability so long as the employee can perform the essential functions of the job. Consistent with this policy of nondiscrimination, the Eastmont School District will provide reasonable accommodations to a qualified individual with a disability, as defined by the ADA, who has made the Eastmont School District aware of his or her disability, provided that such accommodation does not constitute an undue hardship on the Eastmont School District.

Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact the Executive Director of Human Resources. Eastmont School District encourages individuals with disabilities to come forward and request reasonable accommodation.