



DATE: June 15, 2022

TO: Board of Education

FROM: Mrs. Carmen Ghysels, Superintendent Chief Learning Officer

SUBJECT: First Read and Proposed Revisions to Board Policy 4030
Nondiscrimination in Employment

PRESENTED BY: Ms. Joan Zappettini, Director of Human Resources

ACTION REQUESTED

First Read and Proposed Revisions to Board Policy 4030 Nondiscrimination in Employment

BACKGROUND INFORMATION

Policy updated to reflect NEW LAW (SB 331, 2021) which makes unlawful a district's use of a nondisparagement agreement or other document that would deny an employee the right to disclose information about unlawful acts in the workplace, in exchange for a raise or bonus, with respect to any complaint or claim that involves workplace harassment or discrimination, not just those relating to sexual harassment or sexual assault. Policy also updated to reflect NEW LAW (SB 807, 2021) that makes it an unlawful employment practice for an employer to fail to maintain certain records in accordance with law, particularly when a workplace discrimination or harassment complaint has been filed with the California Department of Fair Employment and Housing.

PREPARED BY: Cynthia Friedli for Joan Zappettini, Director of Human Resources

Attachment: Compared Policy