
KNOW YOUR INDIVIDUAL RIGHTS

EMPLOYMENT DISCRIMINATION

All teachers have the right to work in a workplace free of discrimination on the basis of any of the following ***protected grounds*** – race, color, religion, disability, national origin, age, sex (including pregnancy, childbirth), sexual orientation, genetic information, veteran status, family care leave, gender identity or marital status.

Teachers also have the right to work in a workplace free of harassment on the basis of any ***protected ground***, including sexual harassment.

RIGHT NOT TO BE RETALIATED AGAINST

The right to a discrimination-free workplace includes the right not to be retaliated against for filing any discrimination charges, making allegations of discrimination, or cooperating in a charge of discrimination filed by another person.

GENERAL RULE

A district violates the anti-discrimination laws if a teacher is subjected to an adverse employment action on the basis of a protected ground.

ADVERSE EMPLOYMENT ACTIONS

Adverse employment actions include any adverse changes in the terms or condition of employment. The following is a list of a few types of adverse employment actions:

HIRE * TRAINING * DISCHARGE * PROMOTION * COMPENSATION * BENEFITS *
INVOLUNTARY TRANSFERS * JOB ASSIGNMENTS

COMMON EMPLOYER DEFENSES

- Bona Fide Occupational Qualification
- Business Necessity
- Employee Performance
- Lack of Employer Knowledge

TIPS FOR TEACHERS FACING DISCRIMINATION OR HARASSMENT

- Document harassment or discriminatory conduct
- Keep a paper trail (emails, classroom visits, document phone-calls, take notes of face-to-face interactions)
- Contact your CTA/CCA representative
- Send a demand letter or file a complaint with the District or the Department of Fair Employment and Housing