
basis of their knowledge, abilities, and skills;

- B. Providing a uniform compensation policy;
- C. Training employees to improve performance;
- D. Retaining employees based on performance;
- E. Classifying positions systematically through job evaluation; and
- F. Providing fair, expedient, and responsive processes for grievance, adverse action, and conflict resolution;

901.200 EQUAL EMPLOYMENT OPPORTUNITY

- A. It is the policy of DOE that there shall be no discrimination in employment against any person on the basis of race, color, sex, religion, creed, national origin, age, marital status, disability, or political affiliation, except for bona fide occupational qualifications or legal requirements.

* Sex discrimination includes Sexual Harassment

- B. The Director of Education/Superintendent shall implement Equal Employment Opportunity programs pursuant to the guidelines of the Civil Service Commission.
- C. The EEO program calls for positive results-oriented actions toward equal opportunity. Affirmative efforts will be made by the Director of Education/Superintendent to assure equal opportunity in employment and to assure non-discrimination in programs and activities offered by DOE.
- D. In order for the EEO program to become a management objective, all levels of management, which includes first line supervisors, will continue to be trained in the legal requirements of equal employment opportunity.

901.300 PENALTIES

Any penalty imposed on any employee for violation of these rules shall be in accordance with applicable rules and regulations and statutes.