

**RECRUITMENT AND SELECTION**

The Superintendent or designee shall determine the personnel needs of the district. He/she shall locate suitable candidates and make recommendations to the Governing Board for employment.

No inquiry shall be made with regard to the age, sex, race, color, religion, or national origin, medical condition, or disability of persons seeking employment. During job interviews, applicants may be asked to describe or demonstrate how they will be able to perform the duties of the job.

*(cf. 4111.1/4211.1/4311.1 - Affirmative Action)*

District employment practices shall not discriminate against legal non-citizen residents. Legally-required inquiries to assure employment eligibility status shall be made in accordance with Board policy and administrative regulation.

*(cf. 4111.2/4211.2/4311.2 - Legal Status Requirement)*

The Superintendent shall ensure that persons nominated for employment meet all qualifications established by law and by the Board.

*(cf. 4112.4/4212.4/4312.4 - Health Examinations)*

*Legal Reference:*

EDUCATION CODE

200-261 Prohibition of discrimination on the basis of sex

44066 Limitations on certification requirements

45103-45138 Employment (classified employees)

49406 Examination for tuberculosis

CODE OF REGULATIONS, TITLE 5

30-31 Affirmative Action Employment Programs

TITLE VII, Civil Rights Act as amended by Title IX, Equal Employment Opportunity Act

IMMIGRATION REFORM AND CONTROL ACT OF 1986