

# Hickman County Board of Education

|  |                                                         |                                  |                                 |
|--|---------------------------------------------------------|----------------------------------|---------------------------------|
|  | Descriptor Term:<br><b>Equal Opportunity Employment</b> | Descriptor Code:<br><b>5.104</b> | Issued Date:<br><b>11/05/24</b> |
|  |                                                         | Rescinds:<br><b>5.104</b>        | Issued:<br><b>10/03/22</b>      |

- 1 Opportunity for employment, as well as continuation and advancement in employment, shall be  
2 afforded equally to members of all races, creeds, colors, sexes (Sex shall be defined as the “immutable  
3 characteristics of the person’s reproductive system that identify the person as male or female, as  
4 determined by anatomy and genetics existing at the time of birth” unless otherwise required by federal  
5 law); religions, ages, national origins, and individuals with disabilities or veteran status with regard  
6 only for qualifications for the positions involved.<sup>1</sup>

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## Legal References

- I. [U.S. Constitution, Amendment XIV](#); [Title VII, Civil Rights Act of 1964](#); [Public Acts of 2026, Chapter No. 938](#); [Bostock v. Clayton Cnty., Georgia, 590 U.S. 644, 140 S. Ct. 1731, 207 L. Ed. 2d 218 \(2020\)](#); [Title VI, Civil Rights Act of 1964](#); [Title IX, Education Amendments of 1972](#); [Age Discrimination Act of 1967](#); [Section 504 of the Rehabilitation Act of 1973](#); [42 USCA § 12101-12213](#); [TCA 50-10-101](#)

## Cross References

Section 504 and ADA Grievance Procedures 1.802  
Recruitment of Employees 5.105  
Discrimination/Harassment of Employees 5.500  
Complaints and Grievances 5.501

