

AFFIRMATIVE ACTION: RECRUITMENT AND SELECTION

The Board of Trustees shall provide equal employment opportunities for all persons without regard to race, color, creed, gender, religion, ancestry, national origin, age, or nonjob-related handicap or disability. The Board establishes a program of affirmative action in order to assure that all personnel policies relevant to recruiting, hiring and promotion of employees guarantee equal opportunities for all. (Education Code 44100 et seq.)

Recruitment, selection and employment practices of the district shall provide a concerted effort to hire and promote qualified individuals of minority ethnic background so that the total district staff is representative of student and community populations of the district. The administration shall make an effort to assign staff to each school so there is a reasonable representation of student and community populations of the district. The administration shall make an effort to assign staff to each school so that a reasonable representation of the student population is achieved.

Administrators shall periodically reaffirm and review the affirmative action policy and its application in order to ensure compliance with affirmative action provision of law.

This policy shall publicized throughout the district and community and its intent made explicit in all district manuals and publications.

Legal References:

EDUCATION CODE

200-261 Prohibition of discrimination on the basis of sex

44100-44105 Affirmative Action employment

44830 Employment restricted to persons possessing prescribed qualifications; public policy of state against discrimination on basis of race, etc.

44830.5 Assignment of certificated employee to district; ethnic ratio

CODE OF REGULATIONS TITLE 5

30-31 Affirmative Action employment programs

GOVERNMENT CODE

12920-12921 Nondiscrimination

12940 et seq. Discrimination prohibited; unlawful practices, generally

TITLE VII. CIVIL RIGHTS ACT as amended by Title IX, Equal Employment Opportunity Act

EXECUTIVE ORDER 11246

EQUAL PAY ACT OF 1963