

OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

Code **GBA** Issued **3/05**

Purpose: To establish the basic structure for the hiring of all personnel.

The district is an equal opportunity employer. The district will recruit, hire, train, promote and make other employment decisions on the basis of individual merit and without discrimination because of race, religion, color, disability, sex, age, or national origin as required by applicable state and federal laws.

The superintendent will establish guidelines for organization of the teaching, administrative and other certified staff and will select, hire and promote such staff with approval of the board. The superintendent will select, hire and promote all other district employees. The superintendent will direct the work of district employees.

The district pursues a policy of equal opportunity in the following areas.

- recruitment
- selection and hiring criteria and practices
- transfer and promotion
- demotions, terminations, layoffs and recalls
- compensation
- working conditions
- benefits and privileges of employment
- training

Adopted 9/20/85; Revised 8/13/91, 10/13/92, 3/8/05

Legal references:

A. United States Code:

1. Title VII of Civil Rights Act of 1964, as amended, 42 USC 2000e - Prohibits discrimination in employment on basis of race, color, national origin, religion or sex.
2. Section 504(b) of Rehabilitation Act of 1973 - Prohibits recipients of federal assistance from discriminating in employment of handicapped.
3. Title IX of the Education Amendments of 1972, 200 USC 1681, et seq. - Prevents discrimination on the basis of sex.
4. 42 USCA, Section 12101-12213 - Americans with Disabilities Act of 1990.