

**Hood River County  
School District**

Code: **GCC**  
Adopted: 5/13/98  
Readopted: 4/08/15  
Orig. Code(s): GCC

**Recruitment of Licensed Staff**

All incoming application and credential files are treated confidentially, and where applicants are not appointed, the materials are returned to the source from which they came or destroyed when requested. The Board’s administrative officer is required to present only qualified candidates, licensed for the positions for which they are being considered, to the Board for approval.

The administration is responsible for the establishment of recruitment procedures for advertising, interviewing and recommending. When possible, recruitment on a regional and national level will be encouraged. The district procedures will assure fair treatment and equal opportunity to all persons regardless of race, age, religion, color, national origin, sex or handicap. The Board reserves the right to discuss in executive session personnel needs of the district. Any decisions made by the Board regarding specific job requirements or candidate selection will be made in open session.

END OF POLICY

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**Legal Reference(s):**

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|------------------------------|------------------------------|----------------------------------|
| <a href="#">ORS 326.051</a>  | <a href="#">ORS 659A.029</a> | <a href="#">ORS 659A.236</a>     |
| <a href="#">ORS 332.505</a>  | <a href="#">ORS 659A.030</a> | <a href="#">ORS 659A.309</a>     |
| <a href="#">ORS 342.934</a>  | <a href="#">ORS 659A.109</a> | <a href="#">ORS 659A.409</a>     |
| <a href="#">ORS 659.805</a>  | <a href="#">ORS 659A.142</a> |                                  |
| <a href="#">ORS 659.850</a>  | <a href="#">ORS 659A.145</a> | <a href="#">OAR 581-021-0045</a> |
| <a href="#">ORS 659A.009</a> | <a href="#">ORS 659A.233</a> |                                  |

- Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d (2006).
- Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e (2006).
- Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-6107 (2006).
- Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2006).
- Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2006).
- Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683 (2006).
- The Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212.
- Title II of the Genetic Information Nondiscrimination Act of 2008.

**Cross Reference(s):**

GBED - Medical Examinations/Drug Testing