

## Equal Employment Opportunity

It is the policy of the Board to ensure . . .

. . . in its employment systems for licensed and classified employees:

1. To guarantee fair treatment of applicants and employees in all aspects of personnel administration without regard to their race, color, national origin, religion, age, disability, or sex excepting only those positions where a particular sex is a bona fide occupational qualification;
2. To identify and correct any employment practice that is not job related and that has an adverse effect on minority groups and women;
3. To require that affirmative action employment practices be established and adhered to as the controlling factors in all personnel actions including, but not limited to, recruiting, screening, hiring, assigning, paying, evaluating, promoting, demoting, laying off and disciplining;
4. To establish a long-range employment goal to be achieved within a period of not more than 10 years:  
(a) For each school that reflects at least the ethnic composition of the district; (b) For each central office department that reflects the average ethnic composition of the district's student population;
5. To take whatever positive actions may be necessary to correct the effects of advertent or inadvertent discrimination in representation and utilization of minorities and women in the work force at all levels;

. . . in its relationship with contractors:

6. That all persons, firms or corporations supplying goods, materials, equipment or service of any kind to the district shall certify in writing on all bids for contracts that each, as a contractor with the district, shall not discriminate against any employee or applicant for employment because of race, color, sex, religion or national origin.

. . . in the implementation of this policy:

7. To charge the superintendent of schools with the responsibility for the development and enforcement of regulations, reporting procedures and a plan for the evaluation of the effectiveness of the program, all of which result in equal employment opportunities reflecting the spirit and intent of this policy. For this specific purpose the superintendent shall be the affirmative action officer.