



## **Affirmative Action**

In order to close the racial achievement gap and better serve all students, Reynolds School District's staff must reflect the diversity of the students we serve. The board's district Equity Policy, GCCB/GDCB/IKAAA, requires the district to "recruit, employ, support and retain a workforce that includes racial, gender and linguistic diversity, as well as culturally competent administrative, instructional and support personnel." Oregon state law, as articulated in the Minority Teachers Act, ORS 342.437, states that because of the state's commitment to ethnic-racial equality, the goal is to increase the number of minority teachers and administrators employed by school districts.

### **Equal Employment Opportunity**

The district shall provide equal employment opportunity for all applicants and staff in recruitment, hiring, assignment, training, retention, transfer and promotion. All employment actions shall be in accordance with the Board's Nondiscrimination policy, AC, and the board's Equal Employment Opportunity policy, GBA. The district shall comply with all federal, state and local laws relevant to nondiscrimination and equal opportunity employment.

### **Affirmative Action - Employment**

In order to comply with the district's Equity Policy and the Oregon Minority Teachers Act, the district will make meaningful efforts to recruit, employ, support and retain a qualified work force that reflects the diversity of the student body. The board expects to see measurable progress every year in reaching the goals established by the Minority Teachers Act. This goal will not only help to ensure a work and school environment free from discrimination but will also contribute to enhanced student performance and the elimination of the achievement gap.

The superintendent shall create and implement an Affirmative Action/Equal Opportunity Employment Plan (AA/EEO Plan), and establish the goal that the district will come into compliance with the goals established by the Oregon Minority Teachers Act.

The director of human resources shall serve as the Affirmative Action coordinator to oversee the implementation of, and compliance with the AA/EEO Plan.

The AA/EEO Plan will include affirmative measures designed to ensure equal employment opportunities. The AA/EEO Plan shall identify job groups that show the underutilization of staff based on race or gender within the district; set reasonable employment goals and timetables for increasing the diversity of the Reynolds School District staff; and establish a plan of action to enable the district to reach these employment goals.

The goals articulated in this policy and in the AA/EEO Plan are not rigid, inflexible quotas that must be met, but rather reasonable targets attainable by implementing best practices and applying good faith efforts. It is the district's expressed objective to hire and promote those who are best qualified based on job related standards of education, training, experience, or personal qualifications. Neither this policy, nor the AA/EEO Plan, permit discrimination against any individual or group of individuals with respect to any employment opportunity for which the individual is qualified. Nothing herein is intended to sanction the discriminatory treatment of any person based on their protected status.

All district employment policies, practices, and procedures will be examined periodically to ensure they are non-discriminatory. These policies, practices, and procedures are to be implemented by all administrative personnel, directors, confidential human resources specialists, and anyone else who has responsibility for personnel functions. Equal employment opportunity and affirmative action are the responsibility of the entire district.

The director of human resources will report annually on the implementation of this policy and the progress of the AA/EEO Plan.

END OF POLICY

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**Legal Reference(s):**

[ORS 342.437](#)