

PERSONNEL

Employment Practices: Nondiscrimination and Affirmative Action

1. Nondiscrimination

The district shall provide equal employment opportunity and treatment for all applicants and employees in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, sex, sexual orientation including gender expression or identity, marital status, honorably-discharged veteran status, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

The superintendent shall designate an employee to serve as Affirmative Action/Title IX compliance officer. The superintendent shall also designate an employee to serve as Section 504/ADA Coordinator.

2. Affirmative Action

The district, as a recipient of public funds, is committed to undertake affirmative action which shall make effective equal employment opportunities for employees and applicants for employment. Such affirmative action shall include a review of programs, the setting of goals and the implementation of corrective employment procedures to increase the ratio of aged, qualified individuals with disabilities, ethnic minorities, women and Vietnam veterans who are under-represented in the job classifications in relationship to the availability of such persons having requisite qualifications. Such affirmative action may include, but not be limited to, recruitment, selection, training, education and other programs. Affirmative action plans may not include hiring or employment preferences based on gender or race, including color, ethnicity or national origin.

The superintendent shall develop an affirmative action plan which specifies the personnel procedures to be followed by the district and shall ensure that no such procedures discriminate against any individual. Reasonable steps shall be taken to promote employment opportunities of those classes that are recognized as protected groups – aged, handicapped, ethnic minorities, women and Vietnam veterans.

This policy, as well as the affirmative action plan, regulations and procedures developed according to it, shall be disseminated widely to staff in all classifications and to all interested patrons and organizations. Progress toward the goals established under this policy shall be reported annually to the board.

Legal References:	RCW 28A.400.310	Law against discrimination applicable to district's employment practices
	RCW 28A.640.020	Regulations, guidelines to eliminate discrimination
	RCW 49.60	Law Against Discrimination
	RCW 73.16	Veterans and Veteran's Affairs – Employment and Re- Employment
	WAC 392-200	Employment Discrimination
	WAC 392-200-015	Public school employment – Affirmative action program
	42 U.S.C. 2000c et seq.	Title VII of the Civil Rights Act of 1964
	42 U.S.C. 2000h et seq.	Title IX of the Educational Amendments of 1972
	42 U.S.C. § 12101-12213	Americans with Disabilities Act
	29 U.S.C. 706	
	8 U.S.C. 1324a and 1324b	(IRCA) Immigration Reform and Control Act of 1986
	38 U.S.C. § 2021-2024	Uniformed Services Employment and Reemployment Rights Act
	45 C.F.R. 84, Sec. 504	Vocational Rehabilitation Act of 1973
	Executive Order 11246, Amended by Executive Order 11375	

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