



PERSONNEL

Nondiscrimination and Affirmative Action

1. Nondiscrimination

The policy of the Enumclaw School District shall be to select the best qualified applicant for a position as needed on the basis of bona fide occupational qualifications. The district shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, color, national origin, age, honorably-discharged veteran or military status, gender, sexual orientation, marital status or disabilities.

The board shall designate a staff member to serve as affirmative action/Title IX Compliance officer.

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 staff 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, handicapped, ethnic minorities, women and Vietnam veterans who are underrepresented in the job classifications in relationship to the availability of such persons having requisite qualifications. Affirmative action plans may not include hiring or employment preferences based on gender or race, including color, ethnicity or national origin. Such affirmative action shall also include recruitment, selection, training, education and other programs.

The superintendent, or his/her designee, shall develop an affirmative action plan which specifies the personnel procedures to be followed by the staff of 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, although under state law racial minorities and women may not be treated preferentially in public employment.

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.

Procedures to respond to complaints have been established in accordance with existing laws, regulations and guidelines.

Cross Reference: Board Policy 5270 Resolution of Staff Complaints

Legal References: RCW 28A.400.310 Law against discrimination applicable to district's Employment practices
28A.85.020 Regulations, guidelines to eliminate discrimination--Scope
49.60 Discrimination – Human rights commission
49.60.030 Freedom from Discrimination – Declaration of civil rights
49.60.180 Unfair practices of employer defined
49.60.400 Discrimination, preferential treatment prohibited
WAC 162-22-050 Unfair practice
392-200 School personnel - Employment discrimination
390-200-15 Public school employment—Affirmative action program

42 USC §§ 2000c-2000c-9 Title VII of the Civil Rights Act of 1964
42 USC §§ 2000h-2000h-6 Title IX of the Education Amendments of 1972
42 USC §§ 12101-12213 Americans with Disabilities Act
29 USC §§ 706
8 USC §§ 1324a and 1324b (IRCA) Immigration Reform and Control Act of 1986

Exec. Order 11246 Amended by Executive Order 11375
45 CFR 84 Sec 504 Vocational Rehabilitation Act of 1973

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