

Sequoia Union HSD | BP 4311.1 Personnel

Affirmative Action

The Board of Trustees recognizes that it is both culturally and educationally sound to have staff members of diverse backgrounds, and therefore sets forth the following policy of equal employment/affirmative action.

It is policy of the Sequoia Union High School District to promote and provide for equal opportunity in recruitment, selection, and promotion of all personnel. Total commitment on the part of the District towards equal employment opportunity will apply to all people without regard to race, color, religious creed, national origin, gender, ancestry, age, medical condition, marital status, sexual orientation, or physical handicap. It is recognized by the District that the above is a legal, social, and economic necessity.

Equal employment opportunity is a condition, and affirmative action is the means by which the condition is achieved. Affirmative action, therefore, includes all the various methods herein stated through which equal employment opportunity for affected classes is made a reality. Positive, not passive, affirmative action, as set forth in this policy, will be geared toward eliminating the underutilization of members of diverse ethnic groups and women as affected classes and providing equal employment opportunity in the following employment practice areas where discrimination may be found: Recruitment, hiring, transfers, promotions, training, compensation, benefits layoffs, and terminations.

The intent of the affirmative action program is to comply in good faith with all relevant state and federal laws, rules and regulations.

The Sequoia District Affirmative Action Program is designed to increase the percentage of minorities and women employed by the District so that District employment of classes at all salary levels and in all job classifications shall be consistent with the civilian labor force of San Mateo County, according to the latest federal census.

Legal Reference:

EDUCATION CODE

44100-44105 Affirmative action employment

44830 Employment restricted to persons possessing prescribed qualifications; public policy of State against discrimination on basis of race, etc.

44830.5 Assignment of certificated employees to district; ethnic ratio

CODE OF REGULATIONS, TITLE 5

30-31 Affirmative action employment programs

TITLE VI and TITLE VII, CIVIL RIGHTS ACT OF 1964, as amended

42 U.S.C 2000d and 2000e et seq.

TITLE IX, 1972 EDUCATION ACT AMENDMENTS

42 U.S.C. 1681 et seq.

VOCATIONAL REHABILITATION ACT OF 1973

29 U.S.C. 794

AGE DISCRIMINATION IN EMPLOYMENT ACT

29 U.S.C. 621-624

VIETNAM ERA VETERANS' ACT

38 U.S.C. 2012 et seq.

Johnson v. Transportation Agency, Santa Clara, 107 S. Ct. 1442 (1987)

United Steel Workers v. Weber, 3 U.S. 193 (1979)

Richmond v. J.A. Crosson Co., 488 US 469, 109 S.Ct. 706 (1989)

Policy SEQUOIA UNION HIGH SCHOOL DISTRICT

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