

Equal Employment Opportunity and Affirmative Action

Purpose

This policy defines Valley School District as an equal opportunity employer and affirms its commitment to affirmative action.

Scope

This policy applies to the Superintendent, Valley School District employees and applicants for employment.

Policy

1. EQUAL EMPLOYMENT OPPORTUNITY

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

- 1.1. It is the responsibility of all personnel to conduct themselves in their daily activities in such a way as to ensure that all personnel actions with respect to compensation, benefits, privileges, advancement, layoffs, return from layoff, training, and social and recreational programs are administered equally.
- 1.2. The Superintendent or designee will provide continuing review of personnel decisions to ensure actions are in accord with the principles of equal employment opportunity and that those decisions account for all relevant factors with respect to ability, performance, and potential and actual job requirements.

2. AFFIRMATIVE ACTION

The district is committed to undertake affirmative action, which shall make effective equal opportunities for staff and applicants for employment, including recruitment, selection, terms, benefits, training, education and other programs.

- 2.1. The Superintendent will provide continuing direction in regard to policy and procedures and ensure the development of an affirmative action plan, which will specify personnel procedures, review of programs, and setting of goals to promote employment opportunities of those classes that are recognized as protected groups and may be underrepresented in the job classifications in relationship to the availability of such persons having requisite qualifications.
- 2.2. All employees must at all times be aware of the spirit and principle of equal employment opportunity and cooperate fully to ensure the success of the affirmative action program.

3. The district will designate staff members to serve as the affirmative action officer and/or compliance officer for this policy.
4. Any staff member or applicant for employment who believes that there has been a violation of this policy or related laws may initiate a grievance through the district's nondiscrimination procedures.

Related Procedures

3210P1-Nondiscrimination

5010P1-Equal Employment Opportunity and Affirmative Action

5011P1-Sexual Harassment of District Staff Prohibited

Policy Cross References

3201-Substantive Rights

3210-Nondiscrimination

5011-Sexual Harassment of District Staff Prohibited

5013-Employee Rights

Policy Legal References

RCW 28A.400.310 Law against discrimination applicable to districts' employment practices
RCW 28A.640.020 Regulations, guidelines to eliminate discrimination — Scope — Sexual harassment policies

RCW 28A.642 Discrimination prohibition

RCW 49.60 Discrimination — Human rights commission

RCW 49.60.030 Freedom from discrimination — Declaration of civil rights

RCW 49.60.180 Unfair practices of employers

RCW 49.6.400 Discrimination, preferential treatment prohibited

RCW 73.16 Veterans and veterans' affairs — Employment and Reemployment

WAC 392-200 School personnel — Employment Discrimination

WAC 392-190 Equal Education Opportunity – Unlawful Discrimination Prohibited

WAC 392-200-015190-0592 Public school employment — Affirmative action program

42 USC 2000e1 – 2000e10 Title VII of the Civil Rights Act of 1964

20 USC § 1681 – 1688 Title IX Educational Amendments of 1972

42 USC 12101 – 12213 Americans with Disabilities Act

8 USC 1324(IRCA) Immigration Reform and Control Act of 1986

38 USC §§ 4301-4333 Uniformed Services Employment and Reemployment Rights Act

29 USC 794 Vocational Rehabilitation Act of 1973

34 CFR § 104 Nondiscrimination on the basis of handicap in Programs or activities receiving federal financial assistance

Management Resources

Policy News, June 2011, Laws Against Discrimination Address Equal Education Opportunities

Policy News, February 2011, Nondiscrimination

Policy News, August 2007, Washington's Law Against Discrimination

Policy News, June 2001, State Updates Military Leave Rights

Policy History

Action:	Date:
Approved by the Board	To Be Determined
Revised	October 16, 2013
Revised	

Renumbered: Previously Policy 5011-Affirmative Action/Equal Employment Opportunity