

EQUAL EMPLOYMENT OPPORTUNITY

Context and Purpose

The Board of Education reaffirms its policy of equal employment opportunity for all qualified individuals without regard to race, color, religion, gender, age, national origin, disability, sexual orientation, marital status, physical appearance, or veteran status. Furthermore, the district also adheres to a policy of equal opportunity in education and the awarding of outside contracts. This policy reflects the Board's commitment and concern for the well-being and dignity of all of the district's employees and students, as well as its continued commitment to provide for a safe, productive and professional work and learning environment.

The Board believes it to be in the interest of both students and the public to have a staff which is highly qualified and effective in performing the duties assigned to them, and which contains a healthy diversity of personal backgrounds.

The Superintendent of Schools shall ensure that applicants for open positions in either the administrative, instructional or support staff of the district, are actively sought from members of any minority group which is underrepresented in that staff.

Candidates for open positions, as well as for promotion and transfer, will be evaluated on the basis of education, experience and ability, to determine fitness to perform the duties of the position. Every effort shall be made to ensure that the district's policies regarding employment, salary promotion and transfer shall be based solely on job requirements, job performance and job-related criteria. The district's policies regarding compensation, benefits, transfer, termination, training, self-development, curriculum development, and the awarding of vendor contracts shall be administered without regard to race, color, religion, gender, age, national origin, disability, sexual orientation, marital status, physical attributes, or veteran status.

Authority and Responsibility

The Board is committed to taking the appropriate measures in ensuring that everyone is given equal opportunity to advance and develop. The district's success in equal employment shall depend not only on the commitment and involvement of those directly responsible for the program's implementation, but also in the dedication of all of the district's employees. Ensuring equal employment shall be a fundamental and direct responsibility of all levels. Management, administrators and supervisors shall be required to comply with governmental regulations and the equal employment opportunity goals of the district.

At no time will any candidate for employment, current employee or former employee suffer any adverse action, or be granted any benefit, for any reason other than personal merit or conduct, or in violation of any law or regulation.

Anyone who believes that he or she has been subject to unequal treatment shall notify in writing either the Superintendent of Schools, Supervising Director of Human Resources or the district's Affirmative Action Officer. A determination will be made within thirty (30) days. Retaliation against anyone who has filed or is involved in a complaint is strictly prohibited.

Monitoring and Evaluation

The Superintendent of Schools shall have the responsibility to notify the Board when this policy is not effective or when a change in this policy is required.

Ref: 42 USC §§2000e-2000e-17
29 USC §206
Executive Order 11296
New York State Constitution Article I §11
Executive Law §296

Note: Prior policy, Policy Manual, Equal Employment Opportunity (January 21, 1993), revised

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