

FAIRVIEW SCHOOL DISTRICT

SECTION: PROGRAMS

TITLE: AFFIRMATIVE ACTION
PROGRAM FOR
EMPLOYMENT/CONTRACT
PRACTICES

ADOPTED: June 20, 1994

REVISED:

104. AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT/CONTRACT PRACTICES	
<p>1. Authority Title VI Title IX 29 C.F.R. P.L. 101-336 SC 5001-5010 ADA of 1990</p>	<p>The Board of School Directors declares it to be the policy of this district to guarantee to all persons equal access to all categories of employment regardless of race, color, age, creed, religion, sex, ancestry, national origin or handicap/disability.</p>
<p>2. Delegation of Responsibility</p>	<p>In order to achieve the aforesaid policy, the Board directs the Superintendent or his/her designee to assume the responsibility of coordinating all implementing activities as Affirmative Action Officer to: study periodically all existing job descriptions, required job qualifications, characteristics of employees filling said positions and salary guides for any discrimination, inadvertent or otherwise, that might exist (job analysis).</p>
<p>Pol. 326, 426, 526</p>	<p>Should a complaint arise from any inequalities resulting from the application of this policy, the employee may file a complaint according to the applicable complaint policy for that classification of employee.</p> <p>The Superintendent shall report all matters related to the affirmative action program for employment/contract practices to the Board.</p>