

ARTICLE: 4.0 PERSONNEL SUPPORT SERVICES

4.1 GENERAL PERSONNEL PRACTICES

SECTION 4.101A AFFIRMATIVE ACTION

Philosophy and Policy Statement

The Poway Unified School District recognizes the dignity of individuals without regard to race, color, religious creed, national origin, sex, or sexual orientation and shall be fair and impartial in its employee relations with employees and applicants.

The District is committed to the principle of equal employment opportunity because it is educationally sound, morally correct, and consonant with the law. Every employee is to be judged as an individual upon his or her individual merit. All are to be evaluated on the basis of their ability to perform as measured by job related criteria.

The District shall actively recruit qualified people, giving particular attention to the need for equitable utilization of ethnic minorities and women in all positions. To effect this goal, the District shall make employment opportunities available, and shall provide promotional opportunities, on an equal basis.

The District shall make decisions affecting employment in accordance with the State Board of Education Equal Opportunity Guidelines, Title 5, Section 31. It shall establish valid job requirements and shall administer employment decisions such as selection, retention, promotion, and termination without regard to race, ethnicity, sex, or the physically challenged.

The District subscribes to and supports the opinion that equality of employment opportunity is a requirement of federal, state, and local laws. Further, the representation of females and males of various ethnic groups among District employees serves an essential educational purpose of providing role models that can support the development of positive self-concepts in all students. Moreover, a culturally diverse staff provides a model for functioning in an ethnically diverse and multicultural community. In this regard, the District shall strive to reflect a balanced representation, as described in 1990 U.S. Census data applicable to the recruiting effort, of racial and ethnic categories, and men and women, within major organizational units, major occupational groups, and classification levels. It shall pursue goals to recruit, employ, and promote the physically challenged, racial and ethnic minorities, and men and women in job classifications in which minorities or members of either sex are underrepresented in relation to the number of qualified and available applicants.

Each employee of the District making decisions affecting employment shall give full consideration to the District's affirmative action policies.

Poway Unified School District is committed to serving the ethnically diverse and multicultural community in which it is privileged to play a central role in providing education. The Poway Unified School District is committed to the concept and principles of affirmative action in providing equal opportunity in education and employment for all persons. This commitment applies to every aspect of education and personnel policies and practices of the District.

Poway Unified School District prohibits discrimination based on race, sex, color, religion, age, disability, ancestry, or national origin in every aspect of personnel policy and practice in employment, development, advancement, and treatment of persons employed in the public school

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system, and to promote the total realization of equal employment opportunity through a continuing affirmative action employment program. Poway Unified School District is committed to successful implementation of the goals set forth in this affirmative action plan.

The Governing Board has established its affirmative action commitment to equal employment opportunity in recruitment, selection, assignments, promotions, transfers, layoffs, terminations, and training for all District employees. The Board has also made a commitment to address ways to progress toward the goal of providing a staff which reflects the Districtwide student population. This will be carried out by its directive to develop a comprehensive multiyear Affirmative Action Plan (AAP).

The Governing Board has ultimate responsibility for the adoption of this Plan on a Districtwide basis and to approve budget support to accomplish Plan actions and activities.