

CERTIFICATED AND CLASSIFIED EMPLOYEES AFFIRMATIVE ACTION POLICY

It is the District's policy to employ the best qualified applicants for placement within the service of the District. Accordingly, the District shall provide equal employment opportunity by recruiting, employing, assigning, compensating, evaluating, training, promoting, transferring, demoting, and terminating all employees based upon their own abilities, achievements, and experience without regard to race, color, religious or gender preference, national origin or ancestry, marital status, sex, age, or economic status. The District shall make reasonable accommodations to the physical and mental limitations of a disabled applicant or an employee unless such an accommodation would impose an undue hardship on the conduct of District operations.

In support of this concept of equal employment opportunity, the District shall establish a plan of affirmative action to insure compliance with this philosophy in practice as well as in spirit for all qualified persons.

Policy adopted: April 1, 1974; March 21, 1977; July 16, 1979; March 22, 1999,
January 12, 2010