

CLASSIFICATION: All Personnel**ADOPTED: 3/10/76****REVISED: 5/10/95****SUBJECT: Affirmative Action, Employment****PAGE: 1 of 1**

The County Board of Education and the County Superintendent of Schools recognize a basic commitment to equal opportunity for all individuals in seeking to employ or promote the best qualified applicant for each vacancy or promotional opportunity. Likewise, the County Board of Education and the County Superintendent of Schools are committed to a program of Affirmative Action employment which is consistent with the above principle.

For purposes of this policy, "Affirmative Action employment program," as described in Education Code section 44101(a) means planned activities designed to seek, hire, and promote persons who are underrepresented in the work force compared to their numbers in the available labor force, including individuals with disabilities, women, and persons of minority racial and ethnic backgrounds. It is a conscious, deliberate step taken to assure equal employment opportunity for all, in both certificated and classified assignments.

The County Superintendent of Schools is directed to develop an Affirmative Action employment program which includes, but is not limited to, the development of strategies for recruiting, training, and the provision of career advancement opportunities which will result in an equitable representation of women and minorities in the work force of the San Diego County Superintendent of Schools.

Derivation: Former Board Policy No. 4340 Adopted 3/10/76 and Amended 1/13/88. Amended and Renumbered 4007, 5/10/95.

Legal Reference: Education Code
200 - 262, 44100 - 44105, 44830 - 44830.5, 44858
Title VI and VII, Civil Rights Act of 1964
Title IX, 1972 Education act Amendments
Executive Order 11246
Equal Pay Act of 1963
Age Discrimination in Employment Act
The Rehabilitation Act of 1973
The Americans With Disabilities Act of 1990
Title IX
California Code of Regulations, Title 5
30 - 31
Government Code
12900 et seq.