

Equal Employment Opportunity and Affirmative Action

Purpose

This policy defines Valley School District as an equal opportunity employer and affirms its commitment to affirmative action.

Scope

This policy applies to the Superintendent, Valley School District employees and applicants for employment.

Policy

1. EQUAL EMPLOYMENT OPPORTUNITY

Valley School District will provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Equal employment opportunity will be provided without discrimination with respect to race, creed, religion, color, national origin, age, sex, sexual orientation, gender expression or identity, honorably-discharged veteran or military status, marital status, the presence of any physical, sensory or mental disability, or the use of a trained dog guide or service animal by a person with a disability.

- 1.1. It is the responsibility of all personnel to conduct themselves in their daily activities in such a way as to ensure that all personnel actions with respect to compensation, benefits, privileges, advancement, layoffs, return from layoff, training, and social and recreational programs are administered equally.
- 1.2. The Superintendent or designee will provide continuing review of personnel decisions to ensure actions are in accord with the principles of equal employment opportunity and that those decisions account for all relevant factors with respect to ability, performance, and potential and actual job requirements.

2. AFFIRMATIVE ACTION

- 2.1. The district is committed to undertake affirmative action, which will make effective equal employment opportunities for staff and applicants for employment, including recruitment, selection, terms, benefits, training, education and other programs.
- 2.2. The Superintendent will provide continuing direction in regard to policy and procedures to ensure that no procedures discriminate against any individual. In the development of an affirmative action plan, reasonable steps will be taken to promote employment opportunities for protected groups, including a review of programs, setting of goals, and corrective procedures to increase the ratio of those who may be underrepresented in the job classifications in relationship to the availability of such persons having requisite qualifications.
- 2.3. Affirmative action plans may not include hiring or employment preferences based on gender or race, including color, ethnicity or national origin. Under state law, racial minorities and women may not be treated preferentially in public employment.

- 2.4. All employees must at all times be aware of the spirit and principle of equal employment opportunity and cooperate fully to ensure the success of the affirmative action program.
3. The district will designate staff members to serve as the affirmative action officer and/or compliance officer for this policy.
4. Any staff member or applicant for employment who believes that there has been a violation of this policy or related laws may initiate a grievance through Procedure 5010P1, section 5 guiding resolution of grievances.

Related Procedures

3210P1-Nondiscrimination

5010P1-Equal Employment Opportunity and Affirmative Action

5011P1-Sexual Harassment of District Staff Prohibited

Policy Cross References

3210-Nondiscrimination

5011-Sexual Harassment of District Staff Prohibited

5270-Resolution of Staff Complaints

Policy Legal References

RCW 28A.400.310 – Law against discrimination applicable to districts’ employment practices

RCW 28A.640.020 – Regulations, guidelines to eliminate discrimination—Scope—Sexual harassment policies

Chapter 28A.642 RCW – Discrimination prohibition

Laws of 2018, ch. 116 Wages and Advancement Opportunities—Gender

Chapter 49.60 RCW – Discrimination—Human rights commission

RCW 49.60.030 – Freedom from discrimination—Declaration of civil rights

RCW 49.60.180 – Unfair practices of employers

RCW 49.60.400 – Discrimination, preferential treatment prohibited

Chapter 73.16 RCW – Employment and Reemployment

Chapter 392-190 WAC – Equal Educational Opportunity—Unlawful Discrimination Prohibited

WAC 392-190-0592 – Public school employment—Affirmative action program

42 USC §§ 2000e1-2000e10: Title VII of the Civil Rights Act of 1964

20 USC §§ 1681-1688: Title IX Educational Amendments of 1972

42 USC §§ 12101-12213: Americans with Disabilities Act

8 USC § 1324: Immigration Reform and Control Act of 1986

38 USC §§ 4301-4333: Uniformed Services Employment and Reemployment Rights Act

29 USC § 794: Vocational Rehabilitation Act of 1973

34 CFR § 104: Nondiscrimination on the basis of handicap in Programs or activities receiving federal financial assistance

38 USC § 4212: Vietnam Era Veterans Readjustment Act of 1974

Management Resources

Policy & Legal News, May 2018 – Policy Updates

Policy & Legal News, April 2017 – Other Updates

Policy & Legal News, December 2014 – Nondiscrimination in schools addressed in revised WACs

Policy News, June 2011 – Laws Against Discrimination Address Equal Education Opportunities

Policy News, February 2011 – Nondiscrimination

Policy News, August 2007 – Washington’s Law Against Discrimination

Policy News, June 2001 – State Updates Military Leave Rights

Policy History

Action:	Date:
Approved by the Board	To Be Determined
Revised	October 16, 2013
Revised	February 19, 2020
Revised	

Previously 5011-Affirmative Action/Equal Employment Opportunity