

**PERSONNEL - ALL PERSONNEL**

**SUBJECT: Affirmative Action: Recruitment and Selection**

The County Office of Education shall provide equal employment opportunities for all persons without regard to race, color, creed, sex, religion, ancestry, national origin, age or non-job-related handicap or disability. The office has established a program of affirmative action in order to assure that all personnel policies relevant to recruiting, hiring, and promoting employees guarantee equal opportunities for all.

Recruitment, selection and employment practices of the office will include a concerted effort for employment/promotion opportunities to qualified individuals of protected groups so that the total staff is representative of student and community populations of the county.

Administrators shall periodically reaffirm and review the affirmative action policy and its application in order to ensure compliance with affirmative action provisions of law.

The office affirmative action policy shall be publicized throughout the office and community and its intent made explicit in office manuals and publications.

Legal Reference:

EDUCATION CODE

200-261 - Prohibition of Discrimination on the Basis of Sex

44100 - 44105 - Affirmative Action Employment

44830 - Employment Restricted to Persons Possessing Prescribed Qualifications;  
Public Policy of State Against Discrimination on Basic of Race etc.

44830.5 - Assignment of Certificated Employees to District; Ethnic Ratio

ADMINISTRATIVE CODE, TITLE 5

30-31 - Affirmative Action Employment Programs

GOVERNMENT CODE

12920-12921 - Nondiscrimination

12940 et seq. - Discrimination Prohibited; Unlawful Practices, Generally

TITLE VII, CIVIL RIGHTS ACT AS AMENDED BY

TITLE IX, EQUAL EMPLOYMENT OPPORTUNITY ACT