



Board Policy

5.10.025-P

Equitable Employment Policy

Draft 8/25/23, 9/5/23

Workforce Diversity to Serve Students

We believe in the fundamental right to human dignity and that generating an equitable world requires an educational system that intentionally disrupts—and builds leaders to disrupt—systems of oppression. In pursuit of this goal, PPS must develop a workforce that reflects the diversity of students it serves. Students must see their diverse racial, cultural, and linguistic characteristics reflected in the school staff who are guiding them toward academic and other success. In conjunction with the Racial Educational Equity Policy, 2.10.010-P, the District shall recruit, employ, support and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel and achieve the goals established by Oregon's Educators Equity Act. The Superintendent's budget shall incorporate funding for the diverse workforce goals provided in this policy. The Board expects to see measurable progress every year in the strategies employed and progress made toward reaching the goal established by the Oregon Educators Equity Act.

All District employees are responsible for providing equal employment opportunities and complying with this policy.

Equal Employment Opportunity

The District shall provide equal employment opportunity and treatment regardless of perceived or actual race, color, religion, sex, sexual orientation, gender expression or identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veterans' status, familial status, or genetic information. The District shall provide equal employment opportunity for all applicants and staff in recruitment, hiring, assignment, training, retention, transfer and promotion. All employment actions also shall be in accordance with the Board Policy of Non-Discrimination, 1.80.020-P. The District shall comply with all federal, state and local laws relevant to equal employment and non-discrimination.

The District will not tolerate retaliation against any individual who reports discrimination or harassment; or testifies, assists or participates in any manner in an investigation, proceeding or hearing, regardless of the outcome of the complaint. Conduct that would likely deter an individual from reporting or supporting a claim may constitute retaliation. Retaliation can occur even if the underlying complaint of harassment or discrimination is not substantiated.

Reporting and Oversight

Commented [1]: ADD: "as evidenced by a workforce that more closely reflects our student population (after Oregon Educator's Equity Act).

Commented [2]: How will District employees be held accountable for this standard? How many of our departments do not reflect Portland's cultural and racial diversity? And how do we compel a hiring decision based on this statement?

Commented [3]: Does the district have a civil rights compliance officer?



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The Superintendent shall designate the person(s) to oversee and track compliance with the District's equitable and non-discrimination employment practices. The District shall provide an annual report to the Board that provides employee demographic data on hiring and retention and progress towards the goals articulated in this policy.

Adopted 6/17/13; Amd. ____/2023
OSBA: GBA

Legal References: **Oregon** Educators Equity Act, ORS 342.433 to 342.449; ORS 342.934; ORS 408.225 to 408.235; ORS 652.210-220; ORS 659.850; ORS 659A.003-ORS 659A.820; Federal and state laws prohibiting discrimination in employment, including, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and ORS Chapter 659A; No Child Left Behind Act of 2001, Pub. Law. 107-110 (2002)