

LAKE AND PENINSULA SCHOOL DISTRICT/SERIES 4000 - PERSONNEL

AFFIRMATIVE ACTION - ALL PERSONNEL **BP 4111.1/4211.1/4311.1**

Note: Pursuant to [AS 14.18.070](#), the State Board of Education may require an affirmative action program if the district is found to be out of compliance with state laws against sex and race discrimination. Affirmative Action plans should be developed with advice from legal counsel. Unless the district has specific evidence of past discrimination by the district, which the program can be tailored to remedy, the district should base its program on an appropriate statistical analysis of the qualified people currently available in the relevant recruiting area for each job group. An affirmative action program should be remedial, fair to minority and nonminority group members, and also temporary.

The Superintendent or designee shall determine whether the following groups are underrepresented within the district work force based on the relevant job market: men, women, whites, blacks, Hispanics, Asians, American Indians or other minorities. Where under-representation exists, the affirmative action program shall specify remedial action to be taken, including hiring goals and timetables.

The Superintendent or designee shall maintain an affirmative action program as required by law. The affirmative action program shall be temporary and shall be fashioned in response to a demonstrated need for remedial action. The Superintendent or designee shall update the affirmative action program not less than every five years. The program shall not unnecessarily hinder the employment of any group member.

The Superintendent or designee shall publicize this policy throughout the district and the community.

The Superintendent or designee shall report to the School Board annually regarding the extent to which program goals are being achieved.

(cf. 4030 - Nondiscrimination in Employment)

Legal References:

ALASKA STATUTES

[14.18.070](#) *Affirmative action*

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.510](#) *Discrimination in hiring practices*

UNITED STATES CODE

VOCATIONAL REHABILITATION ACT OF 1973 [29 U.S.C. 794](#)

~~AGE DISCRIMINATION IN EMPLOYMENT ACT~~ [29 U.S.C. 621-624](#)

~~VIETNAM ERA VETERANS' ACT~~ [38 U.S.C. 2012](#) *et seq.*

~~COURT DECISIONS~~

[United Steel Workers v. Weber](#) 443 U. S. 193 (1979)

~~Revised: 9/97~~

~~07/12~~

Lake and Peninsula School District
