

Personnel -- Certified/Classified

Affirmative Action: Equal Employment Opportunity (Track Changes)

The Board of Education will provide equal employment opportunities for all persons without regard to race, color, religious creed, age, marital status, national origin, sex, sexual orientation, or physical disability. The Board of Education directs the administration to set as a goal the recruitment, selection and employment of qualified people among racial and ethnic minority groups to the end that the school district's employees will proportionately mirror the racial and ethnic composition of this community.

The Board of Education may request periodic reports from the Superintendent of Schools concerning the extent to which this affirmative action policy is being implemented.

No advertisement of employment opportunities may by intent or design restrict employment based upon discrimination as defined by law.

Legal Reference: Connecticut General Statutes

10-153 Discrimination on account of marital status. 46a-60 Discriminatory employment practices prohibited. Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

Policy Adopted: July 6, 1994

Regulation

Personnel

~~Minority Recruitment~~ Diverse Recruitment

~~Traditional and non-traditional ways should be utilized to increase the numbers of minority candidates recruited for district positions.~~ Traditional and non-traditional ways should be utilized to increase the numbers of diverse candidates recruited for district positions.

~~Attend minority teacher recruitment fairs both state and regional.~~ Attend diverse teacher recruitment fairs both state and regional.

~~Utilize current minority staff to assist in identification of minority candidates.~~ Utilize current diverse staff to assist in identification of diverse candidates.

~~Utilize the web sites of various colleges and universities, particularly those known to have a significant minority population.~~ Utilize the web sites of various colleges and universities, particularly those known to have a significant diverse population.

~~Utilize the services of CREC's Minority Teacher Recruiting program.~~ Utilize the services of CREC's Diverse Teacher Recruiting program.

~~sponsors a Minority Teacher Recruitment Fair,~~ sponsors a Diverse Teacher Recruitment Fair,

~~provides file distribution of minority candidates,~~ provides file distribution of diverse candidates,

~~and coordinates a support group for minority educators.~~ and coordinates a support group for diverse educators.

~~Participate in support groups for minority teachers.~~ Participate in support groups for diverse teachers.

~~Form committees for college visits. Committee membership should include minority staff.~~
Form committees for college visits. Committee membership should include diverse staff.

~~Maintaining a successful and productive relationship between a school district and the minority teacher is a critical component of a minority staffing plan.~~ Maintaining a successful and productive relationship between a school district and the diverse teacher is a critical component of a diverse-staffing plan.

~~Encourage support and participation in minority educator support groups (CREC MTR coordinates a minority educator partnership).~~ Encourage support and participation in diverse educator support groups (CREC-MTR coordinates a diverse educator partnership).

~~Support local activities of minority groups, district and regional.~~ Support local activities of diverse groups, district and regional.

Evaluation

The Director of Personnel shall report annually to the Board on the outcomes of the district's recruitment, hiring and retention activities and may include recommendations for plan revisions.