

**Policy**

**Personnel**

**Affirmative Action**

The district, as a recipient of public funds, is committed to undertake affirmative action that shall make effective equal employment opportunities for staff and applicants for employment. Such affirmative action shall include a review for programs, the setting of Goals and the implementation of corrective employment procedures to increase the ratio of aged, handicapped, ethnic minorities, women and Vietnam Veterans who are under-represented in the job classifications in relationship to the availability of such persons having requisite qualifications. Such affirmative action shall also include recruitment, selection, training, education and other programs.

The superintendent shall develop an affirmative action plan which specifies the personnel procedures to be followed by the staff of the district and shall ensure that no such procedures discriminate any individual. Reasonable steps shall be taken to promote employment opportunities of those classes that are recognized as affected groups -- aged, handicapped, ethnic minorities and women and Vietnam veterans and disabled vets or more recent military actions.

This policy, as well as the affirmative action plan, regulations and procedures developed according to it, shall be disseminated widely to staff in all classifications and to all interested patrons and organizations. Progress toward the goals established under this policy shall be reported annually to the Board.

**Legal References:**

Exec. Order 11246 Amended by Executive order 11375

CRF 45

RCW 28A.640.020 Regulations, guidelines to eliminate discrimination - Scope 42 USC 2000h - 2000h6 Title IX Education Amendments of 1974

WAC 392-200-015 Public school employment - Affirmative action program

Loon Lake School District #183

Adoption Date: February 17, 2000 Revised August 2001