

ERVING SCHOOL COMMITTEE

EQUAL EMPLOYMENT OPPORTUNITY

The School Committee acknowledges that the quality of the District's employees is essential to the school's success in educating its students. The School Committee believes that embracing and celebrating our differences enriches the quality of the work experience and enhances our own personal and professional relationships. The District as a workplace shall welcome, respect and value people of all races, color, age, gender, ethnicity, sexual orientation, religions, creeds, ancestry, national origin, disability and veteran status. Further, it shall remove any barriers to accessibility and support diversity for both applicants and employees.

The School will take action to ensure that any individual within the District who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted consistent with the School Committee's standards for equal opportunity. Every available opportunity will be taken to ensure that each applicant for a position is selected on the basis of qualifications, merit and ability.

SOURCE: MASC

LEGAL REF.: 603 CMR 26:08

CROSS REF.: AC, Nondiscrimination

NOTE: Although it is not usually necessary to have a policy that simply restates existing law, in this case it is important to reaffirm the School Committee's commitment to equal opportunity and to remind the hiring authorities in the District that many considerations other than District educational goals are factors to be considered.

This is also the category in which to include an affirmative action policy and plans. Details of the affirmative action plan could follow the Committee's policy as a School Committee-approved regulation. The cross references are to related statements in this manual.

First reading: 09-18-07

Second reading, first vote: 10-16-07

Final vote: 11-20-07