

All Personnel

Equal Employment Opportunity

The primary objective of the Board of Education shall be the selection and employment of the best qualified candidates as prescribed by law for all positions in the District.

The Board further recognizes that it is educationally sound for its students to have available to them the positive image of minority personnel members.

The Board also recognizes that it is educationally sound for all students to have positive encounters with minority personnel which can be provided by having faculty and staff members from diverse cultures and ethnic backgrounds.

The Board shall provide equal employment opportunities for all persons without regard to race, color, creed, sex, religion, ancestry, national origin, age or handicap. The Board will assure that all personnel policies relevant to recruiting, hiring and promoting employees guarantee equal opportunities. (E.C. 44100 et seq.)

Nothing in this policy shall be construed to imply that the Board desires to employ individuals who possess less than the required minimum of experience, skill and educational qualifications for any given position, nor to promote other than individuals who best meet criteria for selection. (cf. 4030 - Nondiscrimination in Employment)

Legal Reference:

EDUCATION CODE

44100-41105 Equal Employment Opportunity

44830 Employment restricted to persons possessing prescribed qualifications; public policy of State against discrimination on basis of race, etc.

44830.5 Assignment of certificated employees to District; ethnic ratio

CODE OF REGULATIONS, TITLE 5

30-31 Affirmative action employment programs

90-101 Plans to alleviate racial and ethnic segregation of minority students

TITLE VI AND TITLE VII, CIVIL RIGHTS ACT OF 1964, as amended

42 U.S.C. 2000d and 2000e et seq.

TITLE IX, 1972 EDUCATION ACT AMENDMENTS

42 U.S.C. 1681 et seq.

VOCATIONAL REHABILITATION ACT OF 1973, SECTIONS 503 AND 504

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.

Johnson v. Transportation Agency, Santa Clara

107 S. Ct. 1442 (1987)

United Steel Workers v. Weber

443 U. S. 193 (1979)

ORANGE UNIFIED SCHOOL DISTRICT  
Orange, California

Adopted: (7-88 11-93) 6-06