

Personnel

SUBJECT: AFFIRMATIVE ACTION

It is the policy of the LaFayette Central School District to provide equal employment opportunity to all qualified persons, regardless of their race, creed, color, sex, national origin, sexual orientation, age, disability, genetic predisposition or carrier status, marital status, military status, familial status, or domestic violence victim status, or any other legally protected category under federal, state or local law.

The District enjoys a unique relationship with a significant minority population and recognizes its responsibility to develop an Affirmative Action Plan for minority group members and women.

To this end, the Superintendent of Schools is hereby authorized to prepare an Affirmative Action Plan, and to publicize the Plan to the school community and to other person and entities affected by the Plan.

The District will make conscientious and active efforts to employ and utilize minority group members and women in its work force. The District will undertake or continue existing programs of Affirmative Action to ensure that minority group members and women are afforded equal employment opportunities without discrimination.

The Affirmative Action Plan will encourage human resources procedures (including those concerning recruitment, hiring, training, and promotion) that lead to increased employment opportunities for minority group members and women.

Specifically, the Affirmative Action Plan will be designed to achieve the following:

1. Equal opportunity in all human resource policies, practices, and collective bargaining agreements through the identification and elimination of potentially discriminatory practices or policies.
2. Increase the utilization of qualified minority group members who are best suited for available positions based on qualifications and experience.
3. Development of employee training programs designed to assist employees in complying with the provisions of the Plan.
4. Establishment of procedures within the grievance process for prompt processing of individual or group discrimination charges.
5. Publication and dissemination, internally and externally, of the Affirmative Action Plan, and ensuring its availability to interested persons and groups.

(Continued)

SUBJECT: AFFIRMATIVE ACTION (Cont'd)

Further, the Affirmative Action Plan will be designed to satisfy the requirements of any agreement between the School District and the State of New York governing the provisions of education to qualified Native American students.

The Superintendent will be responsible for the implementation of the Affirmative Action Plan. The Superintendent will evaluate the Plan periodically, report on it to the Board, and update it as appropriate. The Superintendent or the Superintendent's designee will make any reports regarding the Plan that are required by the New York State Education Department and/or other government agencies.

NOTE: Refer also to Policy #6120 -- Equal Employment Opportunity