

# **SOUTH WHIDBEY SCHOOL DISTRICT # 206**

5520 Maxwellton Road

Langley, WA 98260

[www.sw.wednet.edu](http://www.sw.wednet.edu)

## **Affirmative Action 5 Year Plan 2016 – 2021**

January 2017

**Josephine Moccia, Ed.D**  
Superintendent of Schools

**Board of Directors**  
Damian Greene  
Linda Racicot  
Julie Hadden  
Shawn Nowlin  
Dr. Fred O'Neal

An Equal Opportunity Employer

**SOUTH WHIDBEY SCHOOL DISTRICT # 206**  
**Affirmative Action Plan**  
**2016-2021**

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*The South Whidbey School District #206 does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, marital status, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.*

*The following employees have been designated to handle questions and complaints of alleged discrimination: Affirmative Action/Title IX/RCW 28A.640 /RCW 28A.642 compliance officer, Dan Poolman, [dpoolman@sw.wednet.edu](mailto:dpoolman@sw.wednet.edu), or Section 504/ADA coordinator, Linda Sax, [lsax@sw.wednet.edu](mailto:lsax@sw.wednet.edu), 5520 Maxwellton Road, Langley, WA 98260, 360-221-6100*

An Equal Opportunity Employer

## **AFFIRMATIVE ACTION PLAN 2016-2021**

### **I. INTRODUCTION: REAFFIRMATION OF POLICY**

South Whidbey School District #206 (SWSD), a recipient of public funds, is committed to a Plan of Affirmative Action, which will make effective equal employment opportunities for all staff and applicants. It has been and continues to be, the policy of SWSD to provide equal employment opportunity and treatment for all applicants and employees in recruitment, hiring, retention, assignment, transfer, compensation, promotion, training, and other terms and conditions of employment without discrimination based on sex, race, creed, religion, color, national origin, age (40 or older), marital status, honorably discharged veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal by a person with a disability (*see* chapters [28A.640](#), [28A.642](#) and [49.60](#) RCW; WAC [392-190-0591](#)) and to fully comply with federal and state laws which prohibit discrimination in employment based on race, creed, color, national origin, age, gender, marital status, sexual orientation or the presence of any sensory, mental or physical disabilities.

The SWSD Affirmative Action Plan will include a systematic review of programs and activities, the setting of goals and the implementation of corrective employment procedures to increase the ratio of aged, disabled, ethnic minorities, women and Vietnam veteran employees who may be under-represented in the job classification for which such persons are qualified.

SWSD is committed to undertake an Affirmative Action that will allow effective Equal Employment Opportunities for staff and applicants. In addition to a review of current programs, such affirmative action shall also include recruitment, selection, training, education and other programs. This program is a directed, good faith effort to provide equal opportunity in all aspects of employment.

### **II. AUTHORITY**

School districts in the state of Washington are required by WAC [392-190-0592](#) to establish and implement Affirmative Action programs that are designed to “eliminate discrimination on the basis of sex, race, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory,

mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability.”

### **III. PURPOSE**

It is the purpose of the District’s Affirmative Action Program to promote, monitor, and maintain the District’s affirmative action and equal employment opportunity policies. These policies provide for equal employment opportunities for all employees and applicants for employment without unlawful discrimination on the basis of sex, race, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability, and promote diversity in the district’s workforce.

It is also the purpose of the District’s Affirmative Action Plan to identify at all levels of the workforce areas of underutilization of racial minorities and women. This Plan is designed to promote outreach, recruitment, training, and education efforts intended to expand the pool of applicants in the relevant labor area having the requisite qualifications to perform the positions included in the job group.

This Plan advances equal opportunity without preferential treatment on the basis of race, gender, ethnicity, or national origin. This Plan is also designed to ensure the District’s policies are properly implemented without unlawful discrimination on the basis of sex, race, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability.

All employment decisions, including recruitment, hiring, transfer, advancement and dismissal, will conform to the Affirmative Action Plan. The basic purpose of the Affirmative Action Plan is to promote quality of treatment for all employees in every segment of the workforce with respect to condition, benefits and privileges for employment.

### **IV. RESPONSIBILITY FOR IMPLEMENTATION, MONITORING AND DISSEMINATION OF POLICY AND PLAN**

While it is the responsibility of each individual administrator, director or supervisor to promote a strong commitment to Equal Employment Opportunity at his/her work site and throughout the District, ultimately the Superintendent is responsible for all aspects of the SWSD Affirmative Action Plan. He/she will

provide direction to all administrators, supervisors and staff with respect to federal and state laws relating to equal opportunity employment practices. The Superintendent will provide continuing direction on affirmative action policy and procedures. He/she will supervise the Affirmative Action Officer.

With Board approval, the Superintendent will designate a staff member to serve as the Affirmative Action/Title IX Compliance officer. Said officer will be responsible for developing, implementing, coordinating and monitoring the Affirmative Action Plan. Progress toward the goals established under this policy will be reported annually to the Board of Directors.

The Assistant Superintendent is administratively responsible for SWSD's Affirmative Action Plan and as the designated Affirmative Action Officer will:

1. Review the Affirmative Action Plan annually to ensure full compliance with Equal Opportunity Employment throughout SWSD, monitor and evaluate the Affirmative Action Plan's accomplishments and prepare memoranda to specify responsibilities and proposed actions as required by this Affirmative Action Plan.
2. Work with administrators and employees in the SWSD to assure understanding and support for the program.
3. Assist program managers in carrying out their responsibilities for implementation of the Affirmative Action program.
4. Report to the Board of Directors on specific progress of the Affirmative Action program.
5. Maintain a continuing review of all aspects of the SWSD's personnel system to detect illegal or improper practices that may impede the employment or advancement of members of minority groups or women, modifying these practices when necessary.
6. Establish specific training, recruiting, hiring and selection processes necessary to accomplish the goals and objectives of the Affirmative Action Plan.
7. Ensure that the Human Resource Department will be responsible for documenting compliance of personnel practices that will include an annual statistical analysis and update of employment data to measure the effectiveness of the Affirmative Action program and to identify the areas of imbalance, if and where present.
8. Ensure a record system will be maintained by the Human Resource Department that collects data on the SWSD employees in the areas of race, gender, age, handicapping conditions and veteran status, for all job categories.
9. Ensure that a nondiscrimination clause is included in all bargaining agreements, and review all contractual provisions to ensure they are nondiscriminatory. Each Representative of the SWSD's Collective Bargaining Units will be informed by a letter of the Affirmative Action policy, which will be a request for his/her cooperation.

10. Coordinate a cultural diversity, equity and non-discrimination training to be held every three years for all administrative personnel.

11. Ensure that the SWSD's Equal Employment Opportunity policy and all posters required by law will be conspicuously posted on all building bulletin boards located in staff lounges and the administration lobby areas.

Questions regarding Affirmative Action should be directed to the Assistant Superintendent , South Whidbey School District #206, 5520 Maxwellton Road, Langley, WA 98260, 360-221-6100, fax 360-221-3835, [dpoolman@sw.wednet.edu](mailto:dpoolman@sw.wednet.edu)

## **V. DISSEMINATION OF POLICY**

It is the responsibility of the Superintendent of the SWSD, or designee, to inform all applicants for employment, all current employees, all persons responsible for hiring within the District, all employee associations and all SWSD contractors and subcontractors of its commitment to Equal Opportunity employment. To ensure that others are aware that SWSD is an Equal Employment Opportunity employer, and to ensure that all personnel are fully apprised of the SWSD's policy, the following actions will continue to be undertaken:

### **A. Internal Dissemination**

1. Equal Employment Opportunity and Staff Diversity are referenced in the SWSD's correspondence, employee bulletins, reports and manuals.
2. The policy of Equal Employment Opportunities and federal and state posters prohibiting discrimination are to be posted on bulletin boards at all SWSD building sites.
3. Supervisory meetings will be conducted on annual basis that explain the intent of the SWSD's Affirmative Action program and diversity policy as well as each individual's responsibility for effective implementation.
4. Employees will be notified of the existence of the SWSD's Equal Employment Opportunity policy and diversity program through general meetings, supervisory and staff meetings and through the Superintendent's memo. Employees are advised that all aspects of employment, including job opportunity, training, programs and social events, will be available to all without regard to sex, race, creed, religion, color, national origin, honorably discharged veteran or military status, sexual orientation, gender expression, gender identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Additionally, employees will be advised to contact their direct supervisor, the Human Resource department or the district Affirmative Action Officer concerning problems that they have of a discriminatory nature.

5. Employee organizations of the SWSD shall conform to the SWSD's Affirmative Action Program. Negotiated agreements shall not contain statements that are in conflict with this program.

### **B. Internal and External Dissemination**

1. The Equal Employment Opportunity policy statement will be communicated to applicants and will be included in New Employee Orientation and management training programs.

2. The Equal Employment Opportunity policy statement will be included on the districts web site as a Public Notice, along with all other mandated annual notices.

3. The Human Resource Department will continue to communicate to prospective employees that the SWSD is an Equal Employment Opportunity/Diversity employer and invite protected group members to apply.

4. The SWSD will incorporate the Equal Employment Opportunity/Diversity clause in all purchase orders, leases, contracts and other pertinent documents.

5. The SWSD policy manual will document the procedures for prompt, fair and impartial consideration of complaints of discrimination.

6. The SWSD will assure that appropriate steps are taken to comply with the Title IX regulation, prohibiting sex discrimination in education and employment; and section 504 of the Vocational Rehabilitation Act of 1973, prohibiting discrimination on the basis of physical, sensory or mental handicaps in education and employment.

7. The SWSD will assure compliance with state laws established to eliminate sex discrimination in the public schools.

8. The 2016 - 2021 Affirmative Action Plan will be available to all persons, both inside the District and all outside persons, organizations and agencies through posting on the District website. All staff will be advised on annual basis the availability of the Plan on the website. Hard copies will be available in the main office of each campus and upon request.

## **VI. DEFINITIONS**

The terms "underutilization" and "under-representation" appearing in this Affirmative Action Plan are used in the context that these terms are used in regulations promulgated by the Office of Federal Contract Compliance Programs. These terms have no independent legal or factual significance whatsoever.

Many statistical comparisons herein involve the use of geographic areas and various other sources of statistics. The use of such geographic areas and statistics is intended only for the purpose of implementing this Affirmative Action Plan and will be used in total good faith.

## VII. UNDERUTILIZATION ANALYSIS

The analysis in this Affirmative Action Plan addresses differences in the utilization rate of women and ethnic minorities in the SWSD as compared with their statistical availability in a reasonable recruitment area. Where there is a valid statistical difference that indicates the underutilization of women or ethnic minorities, this difference is noted. In analyzing the SWSD's work force for evidence of possible underutilization, the general approach used is to compare the "protected class" percentage of the SWSD employees in various job classifications to the percentage of this class in the available work force. All statistical information for Island County comes from *The South End Demographics - 2010-14 American Community Survey - 5 Year Estimates, United States Census Bureau.*

## VIII. DATA ANALYSIS

The following areas have been identified for discussion based upon an analysis of certificated and classified categories of employment in the 15/16 school year. The district data includes all regular employees (exclusive of non-staff coaches and substitutes).

1. **Male/Female.** SWSDs' total work force is 72.5 % female and 27.5 % male. The US Census Data estimates the population of the South End of Whidbey Island is 53.8 % female and 46.2% male who likely reside and work within the county. It would appear that SWSD is doing well with respect to hiring women. No underutilization.
2. **Age.** 89.6% of SWSD staff is over the age of forty. The SWSD would therefore seem to be adequately represented within this segment of the work force. No underutilization.
3. **Disabled.** SWSD has 2 disabled workers (1%) in its work force. Note: The district relies on its affirmative action data collection process which entails voluntary reporting for these affirmative action numbers. Employees may be more reluctant to self-report disability status than other demographic information as a matter of privacy. The district is committed to the policy on non-discrimination on the basis of disability.
4. **Veterans.** SWSD has 2 veterans in its workforce (1.1 %). The north end of Whidbey Island's Veteran population is 29% (South Whidbey is 18.5%). Oak Harbor is home to the Naval Air Station Whidbey Island and has a substantial military retirement community.
5. **Minorities.** SWSD total work force is 1.6% Asian, .5% Native American, 97.8 White and 2% Hispanic. The South End of Whidbey Island is 2.3% Asian, 2.8 % Native American, 1.4% Black, 95.4% White and 7% Hispanic.

## **IX. EMPLOYEE JOB CATEGORIES**

### **Administration and Supervision**

**Summary.** SWSD employee analysis of the 15/16 school year reveals that women represent 28.6% of the total district Administration (District Administrators, Principals and Assistant Principals, Building Directors) category, women are under-represented. Ethnic minorities and persons with disabilities are under-represented. The district relies on its affirmative action data collection process which entails voluntary reporting for these affirmative action numbers. Employees may be more reluctant to self-report disability status than other demographic information as a matter of privacy. Nevertheless, the district is committed to the policy on non-discrimination on the basis of race and or disability.

### **Teachers**

**Elementary Summary.** School district employment analysis underscores the elementary teaching category rank having no persons with a disability or minority. There is one veteran and one Asian. Again, the voluntary nature of disability reporting can under represent this protected class. This summary includes Elementary School level, Middle School Level and the Academy.

**Secondary Summary.** School district employee analysis indicates that we have a total of one veteran teaching in the secondary schools, no disabled and 83.3% of the teaching staff is over 40.

### **Classified**

**Summary.** School district employee analysis indicated we have one Asian, one Native American, one Hispanic, one African-American. Minorities represent 2% of all classified employees.

### **Summary of Findings**

The SWSD staff has decreased in the last few years due to declining enrollment. While the District is underutilizing women in the Administration and Supervision category, the data indicates that the district does not underutilize women or persons over 40 all remaining categories.

The study does indicate that the percentage of ethnic minorities, persons with disabilities and Veterans has remained fairly constant.

The population on the South end of Whidbey Island is 95.4% White in contrast with the population on the North end of Whidbey Island at 79.4%. The significant difference in minorities in the available workforce is due to the presence of the Whidbey Island Naval Air Station in Oak Harbor. In addition, we

continue to believe that self-reporting of disabilities has limited the accuracy of the figures for the district.

## **X. GOALS**

### **Goal 1. Job Analysis, Recruitment and Selection**

SWSD's goal is to seek purposely and actively a diverse pool of qualified applicants from all protected groups, as well as non-protected groups, for certificated and classified positions at all levels to ensure an increased opportunity for members of underrepresented groups to be considered for employment by the District.

#### Action Steps and Timeline

- 1.1 In the Administration (District Administrators, Principals and Assistant Principals) category, women are under-represented (two Females and five Males). At such time there is a vacancy in this category, all efforts will be made in recruitment, selection and hiring to filling the vacancy from the under-represented group with a qualified applicant without discrimination to the non-protected groups. Dependent upon vacancies thus no specific end date.
- 1.2 Review job descriptions and the hiring process to make sure that qualification requirements and screening criteria are based on specific job functions and do not have the effect of screening out protected group applicants who have the ability to perform District jobs. Ongoing Action
- 1.3 Ensure that recruitment efforts include and actually reach protected groups, as well as non-protected groups. Focus recruitment on efforts that ensure under-represented groups are reached. Ongoing Action.
- 1.4 Review all employment forms and selection process to ensure that the District is complying with all federal and state requirements. Ongoing Action.

### **Goal 2. Education and Training**

Our goal is to promote a culture of respect and diversity in the workplace, and to ensure that members of the District community are aware of the Affirmative Action Plan and their roles and responsibilities in enforcing the District's policies concerning equal employment opportunity.

#### Action Steps and Timeline

- 2.1 Provide staff training in diversity to improve multi cultural and gender equality awareness in all areas and to recognize areas in need of improvement and to celebrate areas of success. Ongoing Action.
- 2.2 Encourage staff to develop and implement multicultural and gender equity programs as special projects in their buildings and classrooms. This

includes incorporating multi-cultural and gender equity concepts, awareness, and information into the curriculum. Ongoing Action.

### **Goal 3. Preventing Employment Discrimination Based on Gender**

We include this goal and the following objectives to ensure the District does not discriminate against any person on the basis of gender in employment, recruitment, promotion or advancement, and in order to incorporate the requirements of WAC [392.190](#).

All of the following actions will be ongoing.

- 3.1 Maintain credential requirements for all personnel.
- 3.2 Make no differentiation in pay scale on the basis of gender.
- 3.3 Make no differentiation in the assignment of school duties except where such assignment would involve duty in areas or situations, such as but not limited to a shower room, where persons might be disrobed.
- 3.4 Provide the same opportunities for advancement without regard to gender.
- 3.5 Make no difference in the conditions of employment including, but not limited to, hiring practices, leaves of absence, hours of employment and assignment of, or pay for, instructional and non-instructional duties on the basis of gender.
- 3.6 Other provisions as may be required by the superintendent of public instruction designed to facilitate the effective achievement of all reasonable affirmative action goals and objectives in public school employment respecting the elimination of discrimination on the basis of gender.

## **XI. INTERNAL AUDIT AND MONITORING SYSTEM**

SWSD will incorporate six steps necessary to ensure equal employment opportunity. The District will implement an internal audit and reporting system to measure the effectiveness of its Affirmative Action Plan. To ensure the implementation and success of the SWSD's Equal Employment policy, the Human Resource Department will maintain comprehensive statistical data on all employment openings. The Affirmative Action Officer will review this information with the Board of Directors at least once annually. To ensure that the SWSD continues to monitor the Affirmative Action Plan the following actions will continue to be undertaken:

1. **Records.**
  - a. Job openings. All vacancies will be kept in a file that will include the Personnel Requisition form, the job posting, the job description, names and number of applicants and the Recommendation for Employment form.
  - b. Pre-employment inquiry.

- i. The employment applications have been revised to eliminate any request for information regarding marital status, age, gender, or other information of a discriminatory nature.
  - ii. An optional form will be provided to all applicants for identification of protected class status. All information provided by the applicants will be retained and filed separately from the application.
2. **Interviews and Selection.** All staff involved in the employee selection process will be trained to ensure the non-discriminatory processes interview techniques are utilized. The Affirmative Action Officer will regularly monitor the process.
3. **Performance Evaluation.** The district utilizes an employee performance evaluation instrument based upon collective bargaining agreements, state requirements and job performance requirements.
4. **Policy Manual.** The manual of policies for the Board of Directors is regularly updated to reflect current practices, procedures and standards.
5. **Terminations and Separations.** A record will be maintained of all terminations and separations from employment. When possible, an exit interview will be conducted by the Superintendent to ascertain the reason for separation. A Voluntary Employee Exit Survey is included with each letter sent to exiting employees.
6. **Confidentiality.** The superintendent's office will assure confidentiality of human resource files and affirmative action records. These records will be held in confidence and utilized only for appropriate monitoring and evaluation purposes.

## **XII. SUPPORTIVE SYSYTEMS**

SWSD recognizes the success of our Affirmation Action Plan is to great extent dependant on the success of recruiting and hiring applicants in the protected categories of disabled, veteran, aged and the underrepresented categories of race and gender. Steps will be taken to ensure qualified applicants from the aforementioned categories are considered and hired for announced vacancies without discrimination. To ensure that all employees, applicants and the general public are aware that SWSD is an Equal Opportunity employer and to inform all staff and general public of the Districts' policy, the following steps will be taken:

1. All vacancy notices will state that SWSD is an Equal Opportunity Employer and will include our Equal Opportunity Employer statement. Job announcements will be sent to university placement bureaus, job fairs, school districts and professional organizations when applicable. Vacancies will be posted on our district website and in local newspapers when applicable.
2. All applications will include our Non-Discrimination statement.

3. Employment decisions will be made within the school district procedures. Care will be taken that hiring and assignment decisions are also in step with board policy and district procedure. Assignments for both curricular and extra curricular will be determined in accordance with applicable collective bargaining agreements.
4. Employee unions and appropriate bargaining groups will be notified, at least annually, of the schools districts Affirmative Action Plan.
5. Equal opportunity will be referenced in school district correspondence, employee bulletins, report and manuals.
6. All administrative and supervisory staff responsible for employment records will receive training in affirmative action policies and procedures.
7. Administrator and supervisor meetings will be held, at least annually, to review the District Affirmative Action Plan.
8. Board Policy #5010 will be included in all district manuals and the mandatory annual Board Policies training for all staff.

### **XIII. REDUCTION IN FORCE (RIF)**

The criteria for reduction in force shall be comprehensive (cover all employment categories) and in accord with the reduction in force provision negotiated with certificated and classified employee organizations.

**ATTACHMENT 1**

SWSD #206  
5520 Maxwelton Road  
Langley, WA 98260  
360-221-6100

## Equal Opportunity Employer Statement

*The SWSD #206, an Equal Opportunity Employer, does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, marital status, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Protected groups are invited to apply.*

*The following employees have been designated to handle questions and complaints of alleged discrimination: Affirmative Action/Title IX/ RCW 28A.640 /RCW 28A.642 compliance officer, Dan Poolman, [dpoolman@sw.wednet.edu](mailto:dpoolman@sw.wednet.edu), or Section 504/ADA coordinator, Linda Sax, [lsax@sw.wednet.edu](mailto:lsax@sw.wednet.edu), 5520 Maxwelton Road, Langley, WA 98260, 360-221-6100*

ATTACHMENT 2

## **NONDISCRIMINATION AND AFFIRMATIVE ACTION**

### **Nondiscrimination**

The district shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a person with a disability.

With approval of the Board, the Superintendent shall designate a staff member to serve as affirmative action/ Title IX Compliance officer.

### **Affirmative Action**

The district, as a recipient of public funds, is committed to undertake affirmative action which shall make effective equal employment opportunities for staff and applicants for employment. Such affirmative action shall include a review of 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. Affirmative action plans may not include hiring or employment preferences based on gender or race, including color, ethnicity or national origin. 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 against any individual. Reasonable steps shall be taken to promote employment opportunities of those classes that are recognized as protected groups--aged, persons with disabilities, ethnic minorities and women and Vietnam veterans, although under state law racial minorities and women may not be treated preferentially in public employment.

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.

### **Employment of Persons With Disabilities**

In order to fulfill its commitment of nondiscrimination to those with disabilities, the following conditions shall prevail:

- A. No qualified person with disabilities shall, solely by reason of a disability, be subjected to discrimination, and the district shall not limit, segregate or



Legal References:	RCW 28A.400.310	Law against discrimination applicable to district's employment practices
	RCW 28A.640.020	Regulations, guidelines to eliminate discrimination — Scope — Sexual harassment policies
	RCW 28A.642	Discrimination prohibition
	RCW 49.60	Discrimination — Human rights commission
	RCW 49.60.030	Freedom from discrimination— Declaration of civil rights
	RCW 49.60.180	Unfair practices of employer defined
	RCW 49.60.400	Discrimination, preferential treatment prohibited
	RCW 73.16	Employment and Reemployment
	WAC 392-190	Equal Education Opportunity - Unlawful Discrimination Prohibited
	WAC 392-190-0592	Public school employment — Affirmative action program
	42 USC 2000e1 - 2000e10	Title VII of the Civil Rights Act of 1964
	20 USC § 1681 - 1688	Title IX Educational Amendments of 1972
	42 USC 12101 - 12213	Americans with Disabilities Act
	8 USC 1324	(IRCA) Immigration Reform and Control Act of 1986
	38 USC §§ 4301-4333	Uniformed Services Employment and Reemployment Rights Act
	29 USC 794	Vocational Rehabilitation Act of 1973
	34 CFR § 104	Nondiscrimination on the basis of handicap in Programs or activities receiving federal financial assistance
Management Resources:	<i>Policy News</i> , June 2011	Laws Against Discrimination Address Equal Education Opportunities
	<i>Policy News</i> , February 2011	Nondiscrimination
	<i>Policy News</i> , August 2007	Washington's Law Against Discrimination
	<i>Policy News</i> , June 2001	State Updates Military Leave Rights

**Approved by the Board: April 25, 2007. December 19, 2012.**