

KANAWHA COUNTY BOARD OF EDUCATION POLICY

Equal Employment Opportunity

Series: G23

Reference: Affirmative Action Program

Issued: 06.29.1988

Revised:

Revision Number:

23.01 Equal Employment Opportunity. Kanawha County Schools, through responsible administrators, shall recruit, hire, train, and promote in all job titles without regard to race, color, national origin, religion, sex, handicap or age, except where sex, age, or freedom from a particular handicap is a bona fide occupational qualification.

23.02 Personnel Actions. Administrators and supervisors shall insure that all other personnel actions such as compensation, benefits, school district sponsored training, transfer, demotion, termination, and reduction in force shall be administered without regard to race, color, national origin, religion, sex, handicap or age, except where sex, age, or freedom from a particular handicap is a bona fide occupational qualification.

23.03 Affirmative Action Program Goals. Administrators and supervisors shall base employment decisions on the principles of equal employment opportunity and with the intent to further the Board's affirmative action program goals.

23.04 Affirmative Action. Administrators and supervisors shall take affirmative action to insure that minority group individuals, females, and qualified handicapped persons are hired and that these employees are encouraged to aspire for promotion, offered training where appropriate, and are considered as promotional opportunities arise.