

KANAWHA COUNTY BOARD OF EDUCATION POLICY ENCLOSURE # 44

Equal Employment Opportunity

Series: G23

Reference: ~~Affirmative Action Program~~ Civil Rights Act of 1964, ADA of 1990, Rehabilitation Act of 1973, Title IX, WV Human Rights Act

Issued: 06.29.1988

Revised:

Policy Purpose. Kanawha County Schools is committed to providing an environment that is free of harassment of any kind, including harassment that is based in any way on sex, sexuality, age, ethnicity or disability.

23.01 Hiring and Promotion. 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 (including pregnancy and gender identity), sexual orientation, genetic information, disability 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 (including pregnancy and gender identity), sexual orientation, genetic information, disability handicap or age, ~~except where sex, age, or freedom from a particular handicap is a bona fide occupational qualification.~~

23.03 ~~Affirmative Action Program~~ Diversity Recruiting Outreach Plan Goals. Administrators and supervisors shall base employment decisions on the principles of equal employment opportunity and with the intent to further the Board's diversity recruiting and hiring affirmative action program goals.

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