

Board of Education High Point Regional

SUPPORT STAFF MEMBERS

AFFIRMATIVE ACTION PROGRAM FOR EMPLOYMENT AND CONTRACT PRACTICES

The Board of Education shall guarantee all qualified persons equal access to all categories of employment in this district without regard to the candidate's race, color, age, creed, religion, gender, ancestry, national origin, or social or economic status.

The vice principal shall serve as Affirmative Action Officer and shall coordinate all activities designed to implement this policy. It will be the responsibility of the Affirmative Action Officer to study job descriptions, job qualifications, and salary guides for discriminatory practices; compare the characteristics of persons in the district's hiring region who possess skills required by the district to the characteristics of district employees; develop methods to search out sources of candidates for employment; recommend methods of recruitment that will encourage minority and female applicants; review recruiting advertisements and application forms; compare data on the promotion and discharge of women and minorities to district-wide data on promotion and discharge of employees; and recommend programs that will encourage greater job opportunities for women and members of minority groups.

The Affirmative Action Officer shall report as required to the Board on progress made in the affirmative action program for employment and contract practices. The Board will annually review district progress toward objectives of any state-approved affirmative action plan.

20 U.S.C.A. 1681; 20 U.S.C.A. 1703(d)
N.J.S.A. 10:5-1 et seq.
N.J.S.A. 18A:6-5 et seq.; 18A:58-16
N.J.A.C. 6:4-1 et seq., 6:8-4.3(a)9

Date Adopted: 3/29/76
Date Revised: 3/18/91