

## **GBA – EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

It is the policy of the Monson School Committee to provide, through a positive and effective affirmative action program, equal access for employment, retention and advancement of all people, regardless of race, color, creed, sex, religion, age, political affiliation, sexual orientation, marital status, physical handicap or national origin in accordance with the law.

It is also the policy of the Monson Public Schools to employ individuals capable of performing the defined duties of positions, to impose valid requirements for hiring and promotion and to administer all personnel actions and system resources without regard to any non-job related factors.

The purpose of this policy is the following:

1. To provide students with the opportunity to relate to and learn with members of diverse backgrounds, and to increase knowledge and intercultural understanding, by having adult role models representative of our society employed by the district.
2. To ensure equal opportunities for employment and promotion of all people in accordance with the district's mission and vision statement.

The implementation of this policy is in accordance with two principles:

1. Nondiscrimination: Employment procedures and practices, implemented by those responsible in matters of employment, will ensure that they do not purposely or inadvertently operate to the detriment of any person on the grounds of membership in a protected class. The nondiscrimination requirements apply to all persons, whether or not the individual is a member of a conventionally defined "minority group."
2. Affirmative action: The Monson Public Schools will make a determined effort to recruit, employ, train and promote qualified members of groups underrepresented in the school system's work force. The Monson Public Schools will broaden and deepen its commitment to racial, ethnic and other forms of diversity by actively promoting the hiring of minority candidates. (See Policy GBAA)

## **GBAA - DIVERSITY**

1. It is the goal of the Monson Public Schools to achieve significant representation of members of various racial and cultural groups and other under-represented groups at all levels of employment. This policy mandates proactive measures to recruit, employ and promote members of all under-represented groups.
2. In assessing candidates, it is the policy of the Monson Public Schools to hire the best candidates available by taking into consideration a range of factors including, but not limited, to education, credentials, linguistic skills, employment experience, life experience, as well as the fact that members of minorities and other under-represented groups bring diversity to the school system. This policy does not mandate or approve of the adopting of hiring quotas.
3. The Superintendent of Schools shall have overall responsibility for the implementation of this policy. The Superintendent shall submit an annual report to the School Committee in November of each year detailing steps taken and progress achieved in implementing this policy. The report shall include, but not be limited to, statistical profiles disclosing, for each category of staff, the extent of representation of the various racial and cultural groups that are reflected in the student population