

Affirmative Action

The Issaquah School District is committed to an affirmative action plan to ensure equal employment opportunities for all individuals without regard to race, creed, sex, age, national origin, color, marital status, political affiliation, or the presence of any sensory, mental, or physical handicap, unless based on a bona fide occupational qualification.

The district will take clearly defined steps to ensure the removal of any and all barriers to equal employment opportunities within its personnel policies and procedures. Major efforts will be aimed at the procedures for recruitment, hiring, training, assignment, retaining, and promotion of minorities and women to positions where they may be under-utilized on the staff. Present employees will not be discharged to achieve employment goals but hiring policies will assure equal opportunity.

The affirmative action goals are designed to assist in the attainment of the basic goal of the best educational experience possible for students, achieved through the employment and placement of qualified men and women representing all ethnic groups in all job categories and at all levels of the district operation.

In addition, in compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and Washington state law and statutes, and directives from the Office of the State Superintendent of Public Instruction, the Issaquah School District is committed to developing a program that will guarantee equality of educational opportunity to all students, regardless of race, creed, sex, age, national origin, color, marital status, or political preference, and will provide to each student handicapped by any sensory, mental, or physical condition, the best educational opportunity possible within his or her individual capabilities.

These two areas—employment and educational program—are complementary parts of the primary goal of providing students with the best educational experience possible.

The superintendent of the Issaquah School District or his or her designee is the affirmative action designee. It will be the duty of the affirmative action designee to implement the employment and educational program affirmative action plans and to audit, monitor, revise, and improve the goals of the affirmative action plans every twelve months to determine whether the interim efforts are consistent with the priorities and goals set forth therein.

The superintendent, or the affirmative action designee, may establish an Affirmative Action Committee. If so, the certificated staff representation on the committee shall be selected from a slate presented to the superintendent by the Issaquah Education Association. If the superintendent or the affirmative action designee feels that the list is not representative of the certificated staff, s/he may meet with the president of the Association to determine remedies for any inequities.

Future budget planning will be provided to accomplish the established goals of the affirmative action plans. The effort will be aimed not only at hiring practices but also at such other considerations as promotion, training, transfers, and returns from leave or layoff, and funding for educational program requirements such as instructional materials, and for human relations training—all factors which weigh heavily on the overall quality of an equal employment and educational program.

Legal References:

Executive Order 11246	Amended by Executive Order 11375
Title IX	Education amendments of 1974
Title 45	Code of federal regulations
WAC 392-200-015	Public school employment—affirmative action program

Adopted September 24, 1987

Formerly: Policy No. 5011