

Policy Information

Series 5000 - Personnel

Equal Employment Opportunity

Policy # 5120, 1.2

POLICY

1995

5120

Personnel

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of Genesee-Livingston-Steuben-Wyoming BOCES to provide equal opportunities for employment, retention and advancement of all people regardless of race, color, creed, national origin, political affiliation, sex, age, marital status or handicap.

The goal of this policy shall be to:

- a. Achieve a staffing pattern which is reflective of our community.
- b. Provide job training and educational opportunities to help all employees grow in their jobs and prepare for advancement assuring protected groups every opportunity to participate in such activity to prepare them for positions at all levels.
- c. Assist all employees employed by and trained by BOCES to secure positions commensurate with their skills and knowledge, assuring protected groups equal access to promotion or advancement.
- d. Resolve efficiently concerns of all employees and prospective employees which may arise in connection with the equal opportunity program.
- e. Review all decisions and action in light of their potential for strengthening interpersonal relationships.
- f. Join with other agencies and groups in promoting the dignity and self respect of employees as these individuals strive to improve their socio-economic status in our society.

This Board encourages all personnel in BOCES to assist in the accomplishment of these goals through their personal commitment to the concept of equal opportunity for all people regardless of race, creed, color, national origin, political affiliation, sex, age, marital status or handicap.

Therefore, this Board establishes a program of equal opportunity in order to insure that all personnel policies relevant to recruitment, employment and promotions of employees of BOCES will provide equal opportunities for all persons in order to achieve these goals.

The District Superintendent will assure that all persons nominated for employment meet the requirements and the qualifications established for the particular position.

Interviewing and selection procedures will assure that the principal or other administrator directly responsible for the work of a staff member has, to the extent possible, an opportunity to aid in his/her selection. However, the final recommendation will be made or approved by the District Superintendent.

Provisions will be provided for the publication and dissemination, internally and externally, of this policy to insure its availability to interested citizens and groups.

Employees not subject to collective bargaining agreement are granted the right to appeal a decision by their immediate supervisor to the next higher level of authority as identified in the Organizational Chart.

Prohibits

Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII -

discrimination on the basis of race, color and national origin.

Section 504 of the Rehabilitation Act of 1973 - Prohibits discrimination on the basis of handicap.

Education Amendments of 1972, Title IX (P.L. 92-318) - Prohibits discrimination regarding sex.

Executive Law Section 291(1) 45 CFR, Part 90 (Federal Register, June 4, 1975, August 11, 1975) - Prohibits discrimination regarding age and marital status.

Board Approved
2/2/94
7/18/95