

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Responsible Office: DIVISION OF HUMAN RESOURCES

WORKFORCE DIVERSITY

A. PURPOSE

To establish guidelines to promote a diverse workforce and equal employment opportunity in Anne Arundel County Public Schools, without implementing quotas, employment set-asides, or any non-merit hiring decisions.

B. ISSUE

Federal and state law prohibit discrimination in employment on the basis of race, color, religion, age, sex, sexual orientation, national origin, and disability. The Board of Education is committed to enforcing these laws and to ensuring that its workforce is representative of all segments of the population through a program of equal employment opportunity. This policy shall apply to all employment actions, including recruitment, hiring, promotion, transfer, continuing education, upgrading, demotion, layoff, termination, rate of pay or other forms of compensation and selection for training.

C. POSITION

1. The Board of Education is committed to diversity, equal opportunity, and non-discrimination. In addition, the Board of Education recognizes the educational benefit of a diverse workforce to enrich the educational experience of students.
2. AACPS is committed to equal employment opportunities for minorities, women, persons with disabilities, or other protected groups.
3. The Board directs the Superintendent to develop practices and procedures to ensure that nondiscrimination and equal employment opportunity are accomplished. These processes will comply with applicable federal, state, and local laws, board requirements, and are consistent with AACPS' commitment to quality and excellence in the workforce.

4. The Superintendent will give the Board of Education an annual hiring, recruitment, and staffing report toward achieving workforce diversity goals.

D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

Policy history: Adopted on 6/4/2008.

Note previous policy history: None.