

PERSONNEL

Affirmative Action

The Kennewick School District is committed to undertake affirmative action which shall make effective equal employment opportunities for staff and applicants for employment. The needs of all persons in a pluralistic society must be understood to continue to create an employment atmosphere compatible with and receptive to all persons. The purpose of affirmative action is to actively include all underutilized classes in the employment process and not to exclude others from it.

Such affirmative action shall include procedures and efforts to seek diversity of the sort found in the community while still ensuring that all applicants and staff are considered on the basis of bona fide job-related qualifications.

The district will continue to emphasize in all recruitment contacts that nondiscrimination is a basic element in the district's personnel practices and will be administered without regard to race, color, national origin, sex, sexual orientation, gender expression or identity, creed, religion, age, veteran or military status, disability, or the use of a trained dog guide or service animal by a person with a disability, unless based upon a bona fide occupational qualification, and shall provide equal access to the Boy Scouts and other designated youth groups. Whenever necessary, the district administration will revise, develop, and implement personnel practices that promote equal opportunity employment and take any other action necessary toward that end. All staff members are expected to give this policy of nondiscrimination full support through leadership and personal example. District officials will report to the school board and staff periodically regarding the district's achievements towards equal opportunity employment.

Legal Reference:	RCW 28A.400.310	Law Against Discrimination Applicable to Districts' Employment Practices
	28A.640	Sexual Equality Mandated for Public Schools
	49.60	Discrimination--Human Rights Commission

Note: Refer to Policy Regulation 5010 for Affirmative Action Plan

Adopted:	June 10, 1992
Revised:	August 17, 2011
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