

EQUAL EMPLOYMENT OPPORTUNITY**PHILOSOPHY**

It is the philosophy of the San Dieguito Union High School District to recognize the dignity of individuals without regard to race, religion, color, national origin, ancestry, physical handicap (including AIDS), medical condition (cancer related), marital status, age (over 40), and sex, and to be fair and impartial in its employee relations with employees and applicants.

The District believes in the principle of equal employment opportunity. Every man and woman is to be judged as an individual upon his or her individual merit. All are to be judged on the basis of their ability to perform as measured as measured by job-related factors.

The District believes that the principle of equal employment opportunity is educationally sound, morally right, and consonant with the law.

POLICY STATEMENT

The District shall recruit qualified people, giving particular attention to the need to bring about the greater utilization of ethnic minorities and women in all positions. The District shall not discriminate in hiring, shall make employment opportunities available, and shall provide promotional opportunities on an equal basis.

The District shall make decisions affecting employment in accordance with the principles of equal employment opportunity. It shall impose valid job requirements and shall administer employment decisions, such as selection, retention, promotion, and termination without regard to race, religion, color, national origin, ancestry, physical handicap (including AIDS), medical condition (cancer related), marital status, age (over 40), and sex.

The District shall reflect a balance in the overall staff that resembles the general composition of the community and school population, insofar as possible, taking into consideration the employment of the best qualified persons available from the labor market.

Each employee of the District making decisions affecting employment shall give full consideration to the District's equal employment opportunity policies.

RESPONSIBILITY FOR THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The Assistant Superintendent/Personnel Services shall be responsible for implementing procedures designed to assure equal employment opportunities and affirmative action within the San Dieguito Union High School District.

LEGAL REFERENCES**EDUCATION CODE**

200 - 261	Prohibition of Discrimination on the Basis of Sex
44100 - 44105	Affirmative Action Employment
44830	Employment Restricted to Persons Possessing Prescribed Qualifications; Public Policy of State Against Discrimination on Basis of Race, etc.
44830.5	Assignment of Certificated Employees to District Ratio

ADMINISTRATIVE CODE, TITLE 5

30-31	Affirmative Action Employment Programs
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GOVERNMENT CODE

12920 - 12921 Nondiscrimination

12940 et. seq. Discrimination Prohibited; Unlawful Practices, generally

Title VII, Civil Rights Act as amended by Title IX, Equal Employment Opportunity Act Executive Order 11246; Equal Pay Act of 1963