

**EQUAL OPPORTUNITY EMPLOYMENT  
(Affirmative Action Policy)**

**Date of Adoption:** February 21, 2006

It is the policy of this District to provide, through a positive and effective affirmative action program, equal opportunities for employment, retention, and advancement of all people regardless of race, color, creed, national origin, age, religion, ancestry, social or economic status, marital status, political affiliation, gender, sexual orientation or disabilities. Furthermore, it is the goal of this affirmative action program to achieve a balance among district employees that represents the composition of the total population of the district.

The objectives of this policy are to accomplish the following:

1. to provide all students with opportunity to relate to, and learn with, members of various racial and ethnic backgrounds and to increase knowledge of intercultural understanding.
2. to provide competent representatives of the district in terms of race, gender and ethnic background.
3. to provide equal opportunities for the recruitment, employment, promotion, or transfer of all persons.
4. to encourage all persons contracting with the Board of Education to participate in an affirmative action program and to reflect equal employment opportunity in racial, ethnic, and male/female composition.

This Board encourages all personnel in the Scotch Plains-Fanwood School District to assist in the accomplishment of this goal through their personal commitment to the concept of equal opportunity for all people regardless of race, color, creed, national origin, age, religion, ancestry, social or economic status, marital status, political affiliation, gender, sexual orientation or disabilities. Therefore, this Board establishes a program of affirmative action in order to insure that all personnel policies and practices relevant to recruitment, employment, promotions, and transfers of employees to the Scotch Plains-Fanwood School District will provide equal opportunities for all persons in order to achieve these goals.

Scotch Plains-Fanwood Public Schools

**Supersedes Policy 4111.1, Equal Opportunity Employment, dated October 21, 1993.**