

## EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education is committed to providing equal access to all categories of employment in this district, regardless of race, color, national origin, political affiliation, creed, religion, marital status, military status, sex, age, weight, sexual orientation, gender identity, ethnic group, religious practice, disability (including but not limited to gender dysphoria) or predisposing genetic characteristic. It is the goal of this affirmative action program to achieve a racial and ethnic balance among district employees that reflects the composition of the total student population of the district.

The purpose of this policy is to accomplish the following:

- To provide all students with an opportunity to relate to and learn with members of various racial and ethnic backgrounds and to increase knowledge and enhance intercultural understanding.
- To have adult success models representative of the student body in terms of race, sex, disability, and ethnic background.
- To insure equal opportunities for the employment, promotion, and transfer of all persons.

This Board encourages all personnel in the 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, national origin, political affiliation, creed, religion, marital status, military status sex, age, weight, sexual orientation, gender identity, ethnic group, religious practice, disability (including but not limited to gender dysphoria) or predisposing genetic characteristic.

Any person noting or suspecting a violation of this policy is encouraged to bring the matter to the attention of the Superintendent or the Board District's Compliance Officer.

Ref: Civil Rights Sec. 40-a & 41  
Federal Equal Employment Law  
42 U.S.C. §2000e-2000e-17  
29 U.S.C. Section 206  
Executive Order 11296  
New York State Constitution Article I Section 11  
Executive Law Section 296

Approved: July 1, 2001