



Huntington Beach Union High School District Board Policies and Administrative Regulations

BP 0410
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Philosophy-Goals-Objectives and Comprehensive Plans

Affirmative Action Plan

The Governing Board recognizes a basic commitment to equal opportunity for all individuals in employment and education. It is the policy of the Board to uphold federal and state laws and other directives in promoting an affirmative action program which insures that discriminatory practices are eliminated in all areas of district employment and educational programs.

Education

The Governing Board desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic and other educational support programs, services, and activities. The Board prohibits, at any district school or school activity, unlawful discrimination, including discriminatory harassment intimidation, and bullying of any student based on the student's actual or perceived race color, ancestry, national origin, nationality, ethnicity, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression or association with a person or group with one or more of these actual or perceived characteristics.

The Board fully recognizes the importance of providing all students with the proper environment to grow emotionally and intellectually through participation in the full range of educational programs and activities. It is the policy of the Board to insure equal educational opportunity in activities which include, but are not limited to, the following: course offerings, guidance and counseling, athletic programs, and testing procedures.

Therefore, the Board believes an affirmative action program is an essential part of all educational policies and programs which seek to develop each student's full potential and foster an appreciation for cultural diversity in our society.

Employment

The Board affirms its position as an equal opportunity employer and upholds the right of every person to be employed and to advance on the basis of merit, ability and potential. Employment discrimination is prohibited on the basis of the person's actual or perceived race, religious creed, color, national origin, ancestry, age, marital status, pregnancy, physical or mental disability, medical condition, genetic information, veteran status, gender, gender identity, gender expression, sex, or sexual orientation.

Employment (continued)

The Board's affirmative action program insures that a policy of equal access to all areas of employment within the district is followed. The principles of equal opportunity are an integral element of the Board's affirmative action program and extend to every aspect of employment. The Board's affirmative action program insures that a policy of equal access to all areas of employment within the district is followed. The principles of equal opportunity are an integral element of the Board's affirmative action program and extend to every aspect of employment including, but not limited to, the following: recruitment, selection, training, apprenticeships, salary, promotion, tenure, demotion or transfer, or other forms of compensation including fringe benefits.

This policy shall be made available to all employees, students, parents, and other interested members of the community.

Legal Reference:

EDUCATION CODE

200-262 Prohibition of discrimination on the basis of sex

44100-44105 Affirmative action employment

TITLE VII, CIVIL RIGHTS ACT, as amended by Title IX, Equal Employment Opportunity Act

EXECUTIVE ORDER 11246

EQUAL PAY ACT OF 1963

TITLE IX OF THE EDUCATION AMENDMENTS OF 1972 (Higher Education Act)

ADMINISTRATIVE CODE, TITLE 5

30-31 Affirmative Action Employment Programs

90-101 Plans to alleviate racial and ethnic segregation of minority students

GOVERNMENT CODE

12920-12921 Nondiscrimination

12940 et seq. Discrimination prohibited; unlawful practices, generally

Policy adopted: 1/13/87

Revised: 3/8/94

5/12/15