



# Huntington Beach Union High School District Board Policies and Administrative Regulations

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## All Personnel

### Affirmative Action: Recruitment and Selection

The continuing affirmative action goal of the district, given the expected turnover in the work force and the availability of persons who are qualified or who may become qualified through appropriate training, is to achieve an employee balance which reasonably reflects the certificated and classified work forces with the racial-ethnic makeup of the district's student population.

The following objectives shall be considered in the implementation of affirmative action employment within the district:

1. To achieve an employee balance which reasonably reflects the racial-ethnic composition of the student population being served by the district.
2. To comply in good faith with all state and federal laws, rules, and regulations.
3. To reaffirm a commitment to guard and guarantee the right of every person to equal employment opportunities.
4. To follow affirmative action guidelines in the hiring, retention, and promotion of minority, handicapped, and women employees and all employees regardless of race, color, religion, handicap, age, sex, ancestry, national origin, or marital status.
5. To reaffirm effective and cooperative action within all departments and offices and from each certificated and classified employee in following the affirmative action program in the district.

The personnel administrator is responsible for the implementation, administration, and dissemination of the affirmative action employment policy.

Affirmative Action: Recruitment and Selection (continued)

An annual report will be made to the Governing Board on or about October 1 reporting the status of the district's affirmative action employment policy and the racial-ethnic ratio of the student population, classified employees, and certificated employees.

Legal Reference:

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