



Huntington Beach Union High School District Board Policies and Administrative Regulations

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All Personnel

Affirmative Action: Recruitment and Selection

The Governing Board shall provide equal employment opportunities for all persons without regard to 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. The Governing Board establishes a program of affirmative action in order to assure that all personnel policies relevant to recruiting, hiring, and promoting employees guarantee equal opportunities for all. (Education Code 44100 et seq.)

Recruitment, selection and employment practices of the district shall provide a concerted effort to hire and promote qualified individuals of minority ethnic background so that the total district staff is representative of student and community populations of the district. The administration shall make an effort to assign staff to each school so that a reasonable representation of the student population is achieved.

Administrators shall periodically reaffirm and review the affirmative action policy and its application in order to ensure compliance with affirmative action provisions of law.

This policy shall be publicized throughout the district and community and its intent made explicit in all district manuals and publications.

(cf. 0410 - Affirmative Action Plan)

Legal Reference: (see next page)

Affirmative Action: Recruitment and Selection (continued)

Legal Reference:

EDUCATION CODE

200-261

44100-44105

44830

44830.5

ADMINISTRATIVE CODE, TITLE 5

30-31

GOVERNMENT CODE

12920-12921

12940 et seq.

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

EXECUTIVE ORDER 11246

EQUAL PAY ACT OF 1963

Policy adopted: 1/13/87

Revised: 5/12/15