

All Personnel

BP 4111.1

4211.1

AFFIRMATIVE ACTION

4311.1

Until state regulations clarifying the implementation of Proposition 209 are issued, the District will not maintain an affirmative action program. However, the Superintendent will ensure, in compliance with Board Policy 4030, that no candidate for employment or promotion in the District will either be favored or suffer discriminatory treatment on the basis of race, ethnicity, gender, age or national origin in the pursuit of such employment or job advancement.

(cf. 4030 - Nondiscrimination in Employment)

Legal Reference:

EDUCATION CODE

44100-44105 *Affirmative action employment*

44830 *Employment restricted to persons possessing prescribed qualifications; public policy of State against discrimination on basis of race, etc.*

44830.5 *Assignment of certificated employees to District; ethnic ratio*

CODE OF REGULATIONS, TITLE 5

30-31 *Affirmative action employment programs*

CODE OF REGULATIONS, TITLE 5

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

TITLE VI and TITLE VII, CIVIL RIGHTS ACT OF 1964, as amended

42 U.S.C 2000d and 2000e *et seq.*

TITLE IX, 1972 EDUCATION ACT AMENDMENTS

42 U.S.C. 1681 *et seq.*

VOCATIONAL REHABILITATION ACT OF 1973

29 U.S.C. 794

AGE DISCRIMINATION IN EMPLOYMENT ACT

29 U.S.C. 621-624

VIETNAM ERA VETERANS' ACT

38 U.S.C. 2012 *et seq.*

Johnson v. Transportation Agency, Santa Clara

107 S. Ct. 1442 (1987)

United Steel Workers v. Weber

443 U. S. 193 (1979)

Policy

adopted: February 24, 1997

CAPISTRANO UNIFIED SCHOOL DISTRICT

San Juan Capistrano, California