

Equal Employment Opportunity

The Edmonds School District shall provide equal employment opportunity and treatment for all applicants and employees in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination on the basis of race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any physical, sensory or mental disability, or the use of a trained dog guide or service animal with regard to any activity conducted by or on behalf of a school district, except insofar as such factors are bona fide occupational qualifications.

The district is committed to undertake affirmative action which will provide equal employment opportunities for all employees and applicants for employment. Such affirmative action shall include a review of programs, monitoring of the work force composition, and use of employment procedures which ensure equal employment opportunities for employees and applicants of recognized protected groups.

It shall be the responsibility of the superintendent, or designee, to develop an Affirmative Action Plan and regulations to be followed by management and supervisory personnel in all schools and departments of the district to carry out the provisions and intent of this policy.

The superintendent shall designate a staff member to serve as Affirmative Action/Title IX Compliance Officer. Further, the superintendent shall develop and implement a grievance procedure to be used by employees with regard to employment problems covered by state and federal equal employment laws and/or the district's Affirmative Action Plan.

Edmonds School District

Adopted: 3.17.75

Revised: 12.20.76; 2.2.88; 5.4.93; 6.16.98; 7.5.11; 10.10.17