

**Affirmative Action**

The Governing Board finds that educational benefits flow from a diverse workforce provided with equal employment opportunities.

The district shall employ and assign to classified, certificated and administrative/supervisory positions qualified and competent individuals.

The district shall provide both equal employment opportunities and promotional opportunities for all persons, shall actively prohibit discrimination by reason of sex, race, color, religion, national or ethnic origin, age or disability, or other status protected by applicable state or federal law.

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

GOVERNMENT CODE

12940-12956 Discrimination prohibited; unlawful practices

CODE OF REGULATIONS, TITLE 5

30-31 Affirmative action employment programs

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

UNITED STATES CODE, TITLE 29

621-634 Age Discrimination in Employment Act

794 Rehabilitation Act of 1973, Section 504

UNITED STATES CODE, TITLE 38

2012 et seq. Vietnam Era Veterans' Act

UNITED STATES CODE, TITLE 42

2000d -2000d-7, Title VI, Civil Rights Act of 1964

1681-1688 Title IX, discrimination based on sex or blindness

COURT DECISIONS

Johnson v. Transportation Agency, Santa Clara 107 S. Ct. 1442 (1987)

United Steel Workers v. Weber 443 US 193 (1979)

Grutten v. Bollinger 123 S. Ct 2325 (2003)

Policy FRESNO UNIFIED SCHOOL DISTRICT

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