Affirmative Action Program

Policy Information

Series A - Foundations and Commitments

Affirmative Action Program
Policy # ACC

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AFFIRMATIVE ACTION PROGRAM

The Bourne School Committee acknowledges its responsibility to the community and the students to provide a staff who best meet the needs of the students. Public schools have a major responsibility for preparing students for active and constructive participation in a society that is culturally diverse in sex, race, ethnic background, religious belief, and national origin. Therefore, the School System needs to provide students with a staff that clearly represents this diversity and is consistent with the diversity of the Bourne community.

The School Committee affirms a policy which guarantees equal employment opportunity in the recruitment, application, selection, compensation, retention, transfer, promotion, benefits, work assignment, and career progression process without discrimination for reasons of race, ethnic background, sex, age, religious beliefs, national origin, sexual orientation, physical characteristics, or marital status.

The School Committee recognizes, however, that such a policy in itself may not be sufficient to achieve the stated goals and needs of the educational system in respect to employment and, therefore, directs the following affirmative action:

1. The School Department will develop a system of positive steps to recruit, retain, and promote a qualified staff that reflects the cultural diversity in the community.
2. The School Department will strive to access the placement offices of educational institutions attended by minorities when seeking to employ teachers and administrators.
3. The School Department will assure that district employment applications are not culturally biased against minority applicants and that employment forms include prominently a place where a minority applicant may voluntarily identify himself or herself as such.
4. The School Department decisions to employ will be based on the qualifications of an applicant to perform in a specific assignment.
5. All qualified and identified minority candidates for employment, promotion, or transfer will be interviewed.
6. The Superintendent's Administrative Assistant will maintain a current chronological record of all employment applications received. This record will include, at least, the applicant's name, the position applied for, the date of application, and the applicant's minority status as it appears on the application.
7. The Director of Special Education and Student Services will act as the first contact for advising individuals having question and complaints concerning affirmative action in the schools.

8. Overall responsibility for the implementation of this affirmative action policy shall be with the Superintendent of Schools.

Adoption Date: 4/10/1996, Revised: 11/3/1999; Reviewed/Adopted: 8/14/2019
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