

# Salinas City School District

All Personnel

Policy #4011.1

---

## **EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

The Salinas Elementary City School District is an equal opportunity employer and is committed to an active Nondiscrimination Program. It is the stated policy of the Salinas City Elementary School District that all employees, and applicants, shall receive equal consideration and treatment. All recruitment, hiring, placements, transfers, and promotions will be on the basis of qualifications of the individual for the positions being filled regardless of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), age (over 40), marital status and family care leave. All other personnel actions such as compensation, benefits, layoffs, returns from layoffs, terminations, training, and social and recreational programs are also administered regardless of sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), age (over 40), marital status and denial of family care leave.

The objective of the Salinas City Elementary School District's Nondiscrimination Program is, wherever possible, to actively recruit and include for consideration for employment members of minority groups, females, and the physically handicapped. All decisions on employment and promotions must be made solely on the individual's qualifications (merit) and bona fide occupational qualifications for the job in question, and the feasibility of any necessary job accommodations.

The Personnel Director has been designated Equal Employment Opportunity Officer. Inquiries concerning the application of federal and state laws and regulations should be referred to the Personnel Department at 431 West Alisal Street, phone: 753-5600. The EEO Officer is responsible for administering program progress and initiating corrective action when appropriate. All personnel actions are monitored and analyzed to ensure the adherence of this policy. Regular annual reports are submitted to the Superintendent for review and evaluation of progress.

This EEO Policy Statement will be updated and reaffirmed annually.