

SECTION: Programs

# CATASAUQUA AREA SCHOOL DISTRICT

TITLE: Affirmative Action Program for  
Employment/Contract Practice

ADOPTED: January 11, 1999

REVISED: November 10, 2005

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<p>Title VI Title IX 29 CFR P.L. 101-336 SC 5001-5010 ADA of 1990</p>	<p>Section 1.     <u>Purpose</u></p> <p>The Board of School Directors declares it to be the policy of this district to guarantee to all persons equal access to all categories of employment in this district, regardless of race, color, age, creed, religion, sex, ancestry, national origin or handicap/disability.</p>	<p>1 2 3 4 5 6 7 8 9</p>
<p>Pol. 326, 426,526</p>	<p>Section 2.     <u>Authority</u></p> <p>In order to achieve the aforesaid goal, the board directs the Superintendent or his/her designee, as approved by the Board to assume the responsibility of coordinating all implementing activities as Affirmative Action Officer.</p> <p>Section 3.     <u>Responsibility</u></p> <p>It shall be the duty of the Superintendent or the Affirmative Action Officer to:</p> <p style="padding-left: 40px;">Job Analysis - Study periodically all existing job descriptions, required job qualification, characteristics of employees filling said positions, and salary guides for any discrimination, inadvertent or otherwise, that might exist.</p>	<p>10 11 12 13 14 15 16 17 18 19 20 21 22 23 24</p>
<p>Other Cites Title VI Title IX 29 CFR P.L. 103-336 ADA of 1990 School Code 5001-5010 Board Policy 326, 426, 526</p>	<p>Should a complaint arise from any inequalities resulting from the application of this policy, the employee may file a complaint according to the applicable complaint policy for that classification of employee.</p> <p>The Affirmative Action Officer may be assisted in these duties by a committee composed of teaching staff members and the Board solicitor.</p>	<p>25 26 27 28 29 30 31 32 33 34 35 36 37 38</p>

