
Fresno USD DIVISION OF HUMAN RESOURCES
HR 4103
EQUAL OPPORTUNITY AND EMPLOYMENT POLICY

“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.”

Reference: Equal Employment Opportunity Act of 1972

Responsibility

“Consistent with other Board policy regarding the recruitment and selection of personnel and the Superintendent's authority regarding personnel, the Human Resources Division shall be responsible for:

1. Recruiting applications from qualified personnel from all groups.
2. Encouraging applicants and employees from all groups to obtain special credentials which will increase their employability and promotability in the district.
3. Using employees from all groups to assist in recruiting.
4. Compiling appropriate data and submitting the reports to the Board and district committees, as appropriate, to the extent permitted by law.
5. Establishing a procedure of orientation and training to ensure that supervisory staff are instructed in methods of dealing with prejudice and discrimination.
6. Work with the Business Division to assist agencies and/or organizations, encouraging all groups to become eligible for district purchases and services as prospective suppliers, contractors and professional consultants.”

Accountability

“All persons who participate in the selection of personnel shall share in the responsibility for meeting the district's Fair and Equal Opportunity in Employment commitment and shall be held accountable for active support of the program. Management personnel shall be evaluated, in part, by their personal efforts to provide fair and equal opportunity in employment.”

Reference: Equal Employment Opportunity Act of 1972