

**NORTH KINGSTOWN SCHOOL DEPARTMENT
POLICY MANUAL**

**NON-DISCRIMINATION/EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION POLICY**

PURPOSE:

The North Kingstown School Committee establishes this policy for the purpose of setting forth its expectations for assuring the equal treatment and fair consideration of all parties involved with the North Kingstown School Department. Further that practices leading to this end shall abide by the requirements of Federal Laws, Executive Orders as amended, the General Laws of the State of Rhode Island as amended, the policies, rules and regulations of the Rhode Island Board of Regents and the Rhode Island Department of Education.

PHILOSOPHY:

The School Committee believes that all individuals deserve fair and equal treatment and consideration regarding their interest and involvement in the efforts and activities of the North Kingstown School Department.

POLICY STATEMENT:

The North Kingstown School Committee directs that there shall be no discrimination on the basis of race, color, religion, sex, age, national or ethnic origin, disability, status as a veteran or sexual orientation in regards to employment of personnel to serve the established needs of the School Department. The policy shall be considered to transcend the entire employment relationship including recruitment, employment decisions, promotion, transfer, layoff, leaves of absence and termination. The policy shall also be applicable to all forms of compensation, professional development and benefit programs.

The implementation of this policy embodies two basic concepts:

1. **Non-discrimination:** The school district of the Town of North Kingstown and each of its departments and/or schools will annually examine its employment policies and practices to ensure that neither purposely or inadvertently operates to the detriment of any persons on the basis of race, color, age, religion, sex, national origin or disability, status as a veteran or sexual orientation. Those responsible in matters of employment including all supervisors, principals and directors, must follow policies and practices that are non-discriminatory.
2. **Affirmative Action:** The school district of the Town of North Kingstown and each of its departments and/or schools will make a determined effort to recruit, employ, and promote qualified members of groups currently underutilized in the district's workforce. Every available opportunity will be taken on the basis of qualifications, merit and professional ability to meet this goal. This effort goes far beyond a benign neutrality which tends to perpetuate the status quo ante in employment practices.

The non-discrimination requirements apply to persons, whether or not the individual is a member of a conventionally defined minority group. The affirmative action requirements are designed to further the employment opportunities of those within protected classifications.

The School Committee and School Department, in all solicitations or advertisements for employees placed by or on its behalf will state that it is an Affirmative Action/Equal Opportunity Employer.

Adopted: 8/26/74

Amended: 6/13/78, 7/5/89, 5/17/93, 9/2/97, 1/26/00; 11/1/06