

DIVERSITY AND EQUAL OPPORTUNITY EMPLOYMENT
(Personnel and Management)

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The purpose of this policy is to:

Provide students with the opportunity to relate to and learn with members of diverse backgrounds, and to increase knowledge and intercultural understanding.

Have adult role models representative of the student body and of our society; and to reflect our stated philosophy and policies.

Insure equal opportunities for employment and promotion of all people.

1. It is the policy of the Marlborough Public Schools to assure equal employment and advancement opportunity for all persons, regardless of race, color, gender, age, country of national origin, genetic information, ancestry, religion, creed, , sex, sexual orientation, gender identity or expression, veteran status or disability.
2. It is also the policy of the Marlborough Public Schools to employ individuals capable of performing the defined duties of positions, to impose valid requirements for hiring and promotion and to administer all personnel actions and system resources without regard to any non-job related factors.
3. It is the goal of the Marlborough Public Schools to achieve significant representation of members of various racial and cultural groups and other under-represented groups at all levels of employment. This policy mandates proactive measures to recruit, employ, and promote members of all under-represented groups. For purposes of this policy, significant representation means representation that reflects the composition of the total student population of this school system.
4. In assessing candidates, it is the policy of the Marlborough Public Schools to hire the best candidates available by taking into consideration a range of factors including, but not limited to, education, credentials, linguistic skills, employment experience, life experience, as well as the fact that members of minorities and other under-represented groups bring diversity to the school system. This policy does not mandate or approve of the adoption of hiring quotas.
5. The Superintendent of Schools shall have overall responsibility for the Diversity and Equal Employment Opportunity Policy and shall devise a plan for the implementation of this policy.



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Legal Reference: None
Ch. 278 of Acts 1996
Ch. 76 Section 5, acts of 1993
Ch. 622
Title II
Title VI
Title VII
Title IX

Approved: 1/12/99
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