



## Board Policy

5.10.025-P

# ~~Affirmative Action~~ Equitable Employment Policy

Draft 8/25/15/232

~~In order to~~ To close the racial achievement gap and better serve all students, Portland Public Schools staff must reflect the diversity of the students we serve. The Board of Education's Racial Educational Equity Policy, 2.10.010-P, requires the ~~school~~ District to "recruit, employ, support and retain racially and linguistically diverse and culturally competent administrative, instructional and support personnel." Oregon state law, as articulated in the ~~Educators Equity Act~~ ~~Minority Teachers Act~~, states that ~~school districts should strive to employ the percentage of diverse educators employed by a school district or an education service district strive to~~ in a manner that reflects the percentage of diverse students in the public schools of this state or the percentage of diverse students in the District. ~~"the number of minority teachers, including administrators, employed by school districts and education service districts shall be approximately proportionate to the number of minority children enrolled in the public schools of this state."~~ ORS § 342.437. This ~~Affirmative Action~~ Policy sets forth the Portland Public School District's prohibition against discrimination, ~~directs the Superintendent to create and implement an Affirmative Action/Equal Employment Opportunity Plan (AAVEEO Plan), and establishes the goal that~~ makes clear the District's intent will to come into compliance with goals established by the Oregon ~~Educators Equity~~ ~~Minority Teachers Act~~. ~~The Superintendent's budget shall incorporate the diverse work force goals provided in this policy.~~

### Equal Employment Opportunity

~~The District shall provide E~~equal employment opportunity and treatment ~~shall be practiced by the District~~ regardless of perceived or actual race, color, religion, sex, sexual orientation, gender expression or identity, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veterans' status, familial status, or genetic information. The District shall provide equal employment opportunity for all applicants and staff in recruitment, hiring, assignment, training, retention, transfer and promotion. All employment actions ~~also~~ shall be in accordance with the Board Policy of Non-Discrimination, 1.80.020-P. The District shall comply with all federal, state and local laws relevant to equal employment and non-discrimination.

The District will not tolerate retaliation against any individual who reports discrimination or harassment; or testifies, assists or participates in any manner in an investigation, proceeding or hearing, regardless of the outcome of the complaint. Conduct that would



~~Affirmative Action~~ **Equitable Employment Policy**

likely deter an individual from reporting or supporting a claim may constitute retaliation. Retaliation can occur even if the underlying complaint of harassment or discrimination is not substantiated.

~~The Superintendent shall designate the~~ Chief Human Resources Officer ~~shall to~~ oversee compliance **with and commitment to with equal equitable employment and non-discrimination employment practices.** ~~The District shall provide an annual report to the Board that provides [employee demographic data on hiring and retention]~~

Affirmative Action – Employment

In order to comply with the Racial Educational Equity Policy and the Oregon **Educators Equity** ~~Minority Teachers~~ Act, the District will make meaningful efforts to recruit, employ, support and retain a qualified workforce **across job categories** that reflects the diversity of our student body. The Board expects to see measurable progress every year in reaching the goal established by the Oregon **Educators Equity** ~~Minority Teachers~~ Act. ~~This goal will both help ensure a work and school environment free from discrimination, and will contribute to enhanced student performance and the elimination of the achievement gap. To this end, the Board directs the Superintendent to develop and implement an AA/EEO Plan.~~

~~The Board further directs the Superintendent to designate an Affirmative Action Officer to oversee the implementation of, and compliance with, the AA/EEO Plan. ¶ The Board expects the AA/EEO Plan to shall include affirmative measures designed to ensure equal employment opportunities. The AA/EEO Plan shall identify job groups that show the underutilization of staff based on race or gender within the District; set reasonable employment goals and timetables for increasing the diversity of our staff; and establish a plan of action to enable the District to reach these employment goals.~~

The goals articulated in this policy ~~and the AA/EEO Plan are not rigid, inflexible quotas that must be met;~~ but rather **they are** targets reasonably attainable by implementing best practices and applying good-faith efforts **in our recruitment and retention of qualified employees.** ~~The District prohibits~~ Neither this policy, nor the AA/EEO Plan, permit discrimination against any individual or group of individuals with respect to any employment opportunity for which the individual is qualified. ~~Nothing herein is intended to sanction the discriminatory treatment of any person based on their protected status.~~

~~The Board further directs that all District employment policies, practices, and~~



## Board Policy

5.10.025-P

### ~~Affirmative Action~~ **Equitable Employment Policy**

~~procedures will be examined periodically to ensure they are nondiscriminatory. These policies, practices and procedures are to be implemented by all administrative personnel, directors, personnel officers and anyone else who has responsibility for personnel functions. All District employees are responsible for providing Equal employment opportunities and complying with this policy. y and affirmative action are the responsibility of the entire District's workforce.~~

~~The Board directs the Superintendent to report annually on the implementation of this policy and the progress of the AA/EEO Plan.~~

Adopted 6/17/13; Amd. \_\_\_/2023~~2~~  
OSBA: GBA

Legal References: ~~Educators Equity Minority Teacher Act, ORS 342.433 to 342.449; ORS 342.934; ORS 408.225 to 408.235; ORS 652.210-220; ORS 659.850; ORS 659A.003-ORS 659A.820; Federal and state laws prohibiting discrimination in employment, including, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and ORS Chapter 659A; No Child Left Behind Act of 2001, Pub. Law. 107-110 (2002)~~