

Series 400 – Employees

Policy Title: EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION - ALL EMPLOYEES
Policy Code No. 408.13

The Newton Community School District shall provide equal opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity and Affirmative Action laws, directives and regulations of federal, state and local governing bodies and agencies. This obligation to affirmatively implement equal employment opportunity to all employees and applicants for employment includes hiring, placement, upgrading, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination.

The Board of Directors believes individuals who file an application should be given consideration for employment if they meet or exceed the qualifications set by the Board of Directors, administration, and State Department of Education for the classes or positions for which they apply. In employing District certified employees, the Board of Directors shall consider the qualifications, credentials, and records of all applicants without regard to race, color, age (except students), creed, religion, sex, national origin, sexual orientation, gender identity, disability, socioeconomic status or marital status. In keeping with the law, the Board of Directors shall consider the veteran status of applicants.

It is the policy of the Board of Directors to extend equal opportunities to all classified employees, and to applicants for employment who meet the qualifications established for the classes or positions for which they apply. No employee or applicant shall be discriminated against on the basis of race, religion, national origin, age, sex, disability, sexual orientation, or gender identity.

Employees shall be given notice of this policy annually.

Date of Adoption	03/29/1990
Review Date	04/27/2009
Revision Date	04/27/2009

Legal Ref.: Civil Rights Act, July 2, 1964; Title VI; Title VII
Equal Employment Opportunity Act, 1972;
Equal Pay Act as amended
Equal Employment Opportunity Commission Guidelines on Employee Selection and
Discrimination
Presidential Executive Order 11246, as amended by E.O. 11375
Iowa Civil Rights Act,
Iowa Code Chapters 601A; 601D;
729 Iowa Code Section 280.3 29 U.S.C.S. §§621 - 634 (May 1986).
42 U.S.C.S. §§2000 et seq. (May 1986).
Iowa Code §§20, 70, 279.8, 601A (1987 & Suppl 1987).

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670 Iowa Admin. Code 3.4, 13 -17.

670 Iowa Admin. Code 4.4 (proposed rules).

Cross Ref.: Board Policy

401.2 Recruitment, Qualifications, and Selection of Certified Employees

406.2 Recruitment, Qualifications, and Selection of District Classified Employees