

BP 4111.1
4211.1
4311.1

All Personnel

Affirmative Action

The Superintendent or designee shall maintain an affirmative action program as required by law.

Legal Reference:

EDUCATION CODE

44100-44105 Affirmative action employment

44830 Employment restricted to persons possessing prescribed qualifications; public policy of State against discrimination on basis of race, etc.

44830.5 Assignment of certificated employees to district; ethnic ratio

CODE OF REGULATIONS, TITLE 5

30-31 Affirmative action employment programs

CODE OF REGULATIONS, TITLE 5

90-101 Plans to alleviate racial and ethnic segregation of minority students

TITLE VI and TITLE VII, CIVIL RIGHTS ACT OF 1964, as amended
42 U.S.C. 2000d and 2000e et seq.

TITLE IX, 1972 EDUCATION ACT AMENDMENTS

42 U.S.C. 1681 et seq.

VOCATIONAL REHABILITATION ACT OF 1973

29 U.S.C. 794

AGE DISCRIMINATION IN EMPLOYMENT ACT

29 U.S.C. 621-624

VIETNAM ERA VETERANS' ACT

38 U.S.C. 2012 et seq.

Johnson v. Transportation Agency, Santa Clara

107 S. Ct. 1442 (1987)

United Steel Workers v. Weber

443 U. S. 193 (1979)

Policy
adopted: December 1990

NORRIS SCHOOL DISTRICT
Bakersfield, California