

San Mateo County Board of Education Policy

Personnel
All Employees
Hiring

BP 4510.1

EQUAL EMPLOYMENT OPPORTUNITY

San Mateo County Office of Education is an equal employment opportunity employer and is committed to implementing a policy of nondiscrimination in all aspects of employment. Our employment policies and practices require that we provide equal opportunity to all applicants and employees. Discrimination in employment is prohibited if it is based on sex, race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cured or rehabilitated cancer), age, marital status, sexual orientation, denial of family care leave, and denial of pregnancy disability leave. We shall take such affirmative action as is necessary to ensure implementation of these policies and practices as they apply to recruitment, hiring, placement, training, promotion, compensation, transfer, termination, conditions and privileges of employment, and all other employment practices.

The objective of San Mateo County Office of Education's Nondiscrimination Program is to actively recruit and consider for employment member of minority groups, females, and the disabled. All decisions on employment will be based solely on the individual's qualification (merit) and bona fide occupational qualifications for the job in question, and the feasibility of any necessary job accommodations.

All levels of management are accountable for adherence to this policy and responsible for its dissemination to all employees under their supervision.

Office responsibility for coordinating policy implementation is assigned to the Personnel Director (classified employees) or Human Resources Administrator (certificated employees).

San Mateo County Office of Education will update and reaffirm this EEO Policy Statement annually.

Adopted SMCBE10/5/83
Revised SMCBE 4/15/87, 6/1/88, 9/1/93

Governing Code Section 12926