



AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY PPSD POLICY

<p>General Belief</p>	<p>The Providence School Board is committed to the principles of Affirmative Action and Equal Employment Opportunity and to compliance with all Federal, State and City regulations that prohibit discrimination on the basis of race, color, sex, sexual orientation, religion, age, gender identity or expression, national origin, disability, covered veteran status, and any other protected classifications.</p> <p>The Board also recognizes the imperative of identifying those classes of individuals, which are underrepresented within the Providence Public School District (PPSD or the District) workforce, with the goal of better reflecting the student population we serve.</p> <p>The Board recognizes that the pursuit of this goal, in conjunction with sustained cultural competency training and robust retention efforts is a good faith effort to increase student achievement in alignment with PPSD’s Strategic Plan goals.</p>
<p>Purpose and Scope</p>	<p>The Affirmative Action and Equal Employment Opportunity policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions, and terminations.</p>
<p>Definitions</p>	<p>The following definitions are provided to assist in understanding this policy.</p> <p>Affirmative Action: Laws, policies, guidelines and administrative practices to improve the employment opportunities of members of designated protected classifications, intended to end and correct the effects of discrimination.</p> <p>Equal Opportunity: Laws prohibiting job discrimination based on race, color, sex, sexual orientation, religion, age, gender identity or expression, national origin, disability, covered veteran status, and any other protected classifications.</p>
<p>Guidelines and Implementation Strategies</p>	<p>PPSD will ensure compliance with the Affirmative Action and Equal Employment Opportunity policy. This District will develop practices and guidance for implementation by establishing the following:</p> <ol style="list-style-type: none"> 1) <u>Affirmative Action Plan</u> <ol style="list-style-type: none"> a) The Affirmative Action plan will be distributed District-wide.

