

ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

ADMINISTRATIVE POLICY 6.02 EQUAL EMPLOYMENT OPPORTUNITY

(1) The Milwaukee Public Schools is committed to an equal employment opportunity and non-discriminatory workplace, in accordance with the law for all individuals, regardless of race, color, ancestry, religion, gender, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other statutorily protected class or protected activity. Milwaukee Public Schools recognizes that equal employment opportunity must remain one of our foremost goals if we are to ensure a diverse workforce representation of our community. Efforts shall be taken in recruitment and in all phases of employment to address under-representation.

(2) Milwaukee Public Schools has an enduring obligation to consider all qualified applicants from our diverse community. This includes, but is not limited to, all decisions made on recruiting, hiring, compensation, benefits, training, education, promotions, transfers, layoffs, discipline, termination, and other conditions of employment.

(3) The Superintendent shall report monthly to the Board the Affirmative Action Report for hiring and furnish affirmative-action data for resignations and retirements of the staff.

(4) This policy is in accordance with not only the full intent of the federal, state, and local laws, but their spirit as well. Milwaukee Public Schools recognizes that equal employment opportunity must remain one of our foremost goals if we are to ensure the strengthening and growth of our school district.

History: Adopted 3-2-76; revised 3-29-95, 4-25-06, 9-18-14

Previous Coding: Admin. Policy GBA, prior to May 1995; Admin. Policy 7.02, May 1995-August 1996

Legal Ref.: Civil Rights Act of 1964, as amended, Title VI, Title VII; Executive Order 11246, 1965, as amended by Executive Order 11375; Equal Employment Opportunity Act of 1972, Title VII; Education Amendments of 1972, Title IX (P.L. 92-318); 45 CFR, Parts 81, 86 (Federal Register June 5, 1975, August 11, 1975); W. S. 111.31-111.37 (WFEA); Laws of Wisconsin Relating to Public Schools, 118.195, 118.2,

Cross Ref.: Admin. Policy 1.04 Nondiscrimination
Admin. Proc. 6.02 Equal Employment Opportunity Complaint Procedure

— ♦ —