HUMAN RESOURCES

Equity and Compliance

Workforce Diversity Commitment

This policy supersedes Policy 4920.43.

I. PURPOSE

To state Fairfax County Public Schools' commitment to workforce diversity.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

~~Section III.A. has been updated to include marital status and genetic information in the list of protected categories.~~

- A Philosophy section has been added.
- ~~A Responsibilities section has been added.~~
- The Goal of the Workforce Diversity Commitment has been renamed as Objectives.
- The Rationale section was removed.
- Legal references and a reference to regulation have been added.

III. PHILOSOPHY

~~The School Board affirms that promoting a diverse workforce increases the quality of education for students and encourages equal opportunity in employment.~~ ~~It is~~ Tthe Fairfax County School Board~~'s belief~~recognizes that ~~its commitment to~~ diversity not only promotes equal opportunity in ~~employment, but~~employment but also results in the highest quality of education for students.

~~RESPONSIBILITIES~~

~~Program Managers shall ensure equal employment opportunity.~~

~~III.~~IV. ~~GOAL OF THE WORKFORCE DIVERSITY COMMITMENT~~OBJECTIVES

A. To promote equal employment opportunities on the basis of merit without regard to race, sex, color, religion, national origin, age, marital status, genetic information, or disability, covering both educational and support positions and applicable to all personnel actions.

B. To promote inclusiveness and diversity of background and viewpoint throughout the workforce so that all employees may contribute to their fullest potential.

~~IV. RATIONALE~~

~~It is the School Board's belief that its commitment to diversity not only promotes equal opportunity in employment, but also results in the highest quality of education for students.~~

Legal references: 20 U.S.C. § 1681 et seq., 29 U.S.C. § 701., 42 U.S.C. §§ 6101 et seq., 2000e-2 et seq., 2000ff-1(a) and 12101 et seq.

Code of Virginia, Sections 2.2-3900, 2.2-3901, 2.2-3902, 2.2-3905.1, 22.1-295.2, 22.1-306.

~~Regulation~~See Current Version Of: Regulation 4290, Workforce Diversity

Policy
adopted: July 1, 1986
Revised: July 14, 1994
Revised: July 23, 1998
Revised: April 1, 2005
Reviewed
and corrected: November 24, 2010

FAIRFAX COUNTY SCHOOL BOARD