HUMAN RESOURCES

Equity and Compliance

Workforce Diversity Commitment

This policy supersedes Policy 4920.4.

I. PURPOSE

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

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

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

III. PHILOSOPHY

The Fairfax County School Board recognizes that diversity not only promotes equal opportunity in employment but also results in the highest quality of education for students.

IV. 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.

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.

See Current Version Of:

Regulation 4290, Workforce Diversity

Policy
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FAIRFAX COUNTY SCHOOL BOARD