



**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.

	<p>b) The plan will establish practices and procedures to ensure that the District’s policy of non-discrimination and affirmative action for members of protected classifications is effectuated.</p> <p>c) The plan will set parameters for the District to collect and analyze employment data, identify problem areas, establish goals, timetables, monitoring mechanisms, and develop programs to allow for effective measurement of progress with regard to employment practices to include but not limited to recruiting, hiring, and advancement.</p> <p>2) <u>Reasonable Accommodation Practices</u> Qualified individuals with disabilities will not be discriminated against because of their disabilities in regard to job application procedures, hiring, and other terms and conditions of employment. PPSD will provide reasonable accommodations to qualified individuals with disabilities in all aspects of the employment process, unless the accommodation will impose an undue hardship. Requests for accommodation should be directed to the Division of Human Resources.</p> <p>3) <u>Annual Reporting</u> The plan will establish annual reporting requirements that include hiring and workforce demographics.</p>
Training, Oversight, and Communication	The EEO & Recruitment Officer, under the supervision of the Chief of Human Capital, is responsible for the development and implementation of the District’s affirmative action plan. All managers are responsible for working in accordance with the task and responsibilities established under the plan.
Compliance with Laws	The Superintendent will ensure that all PPSD personnel and all PPSD contractors comply fully with all applicable laws, rules, and regulations, and with all Board policies. In the event any part of any policy is unlawful, the Superintendent will report such event to the Board as soon as practicable and request of the Board a modification of this policy.
Legal Reference	Title VI Civil Rights Act of 1964 The Educational Amendments Act of 1972, Title IX Section 504 of The Rehabilitation Act of 1973 Federal Executive Order 11246, issued 1967 The Americans with Disabilities Act (ADA) January 26, 1993 RIGL § 28-5.1 §
Policy Revision and Adoption	This policy shall supersede all previous versions, and all other previously adopted or amended policies, resolutions, or other documents addressing the same. All prior Board adopted or amended policies shall have no force or effect to the extent that they conflict with this newly adopted or amended policy.
History	Approved: 6/12/19 Affirmative Action and Equal Opportunity Plan Issued: 6/12/19