

## HUMAN RESOURCES

## Policy 400-R3

### Equal Opportunity Employment

1. In accordance with law and Board policy, equal employment opportunities shall be provided for all individuals in every aspect of personnel policy and practice-including recruitment, selection, promotion, and dismissal. Discrimination is prohibited when it is based on race, religion, colour, age, marital status, sex, ancestry, place of origin, political belief, or handicap. Applicable nondiscrimination laws will be strictly observed.
2. The Board of Education (Richmond) recognizes that the effective application of a policy of equal opportunity will require strong administrative involvement and commitment. Therefore, the Board will, through the Superintendent of Schools, support all efforts to make known and advance the objectives of the Board's policies on nondiscrimination and multiculturalism.
3. The Superintendent and other administrators are encouraged to continue giving members of their staff opportunities for professional growth, and to motivate them to strive for advancement on the basis of individual abilities and merit.

The Board of Education recognizes the importance of effective advertising, which may identify appropriate remuneration, up to date job descriptions as well as desired qualifications and all other pertinent information.