

## **RECRUITING AND HIRING**

The School Committee affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, color, sex, sexual orientation, religion, ancestry or national origin, disability, age, familial status, pregnancy, or genetic information, and to the principle of affirmative action to obtain wide and representative candidate pools.

In accordance with 20-A MRSA, § 1001(13), the Superintendent shall prepare a procedure designed to ensure nondiscriminatory practice in recruitment and hiring for all positions, as well as to result in selection of the most qualified candidates.

This procedure shall be attached hereto as GCFB-R, and shall be reviewed periodically. Moreover, upon each occasion of vacancy, the Superintendent shall review the procedure and make appropriate adaptations as may be warranted by special circumstances. In the case of a vacancy in the Superintendentcy, the School Committee shall review the procedure, adapting as appropriate. In accordance with 20-A MRSA, § 4502 (4-A), the school unit's Affirmative Action Plans shall include a description of the status of the nondiscriminatory hiring practice and plans for in-service training programs on gender equity for teachers, administrators and the School Committee.

**Legal Reference:**

5 MRSA § 4576(Maine Human Rights Act)

20-A MRSA §§ 1001(13), 4502(4-A), 13011(6)

**Cross Reference:**

AC-Nondiscrimination/Equal Opportunity and Affirmative Action

GCFB-R-Recruiting and Hiring Administrative Procedure

Adopted: 08/25/22 by J. Stevens, F. Dunson & D. Pulsifer