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May 1, 2018

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Revisions to Cambridge Public Schools
Affirmative Action/Equal Employment Opportunity Policy

Recommendation: That the School Committee approve the revisions to the Affirmative Action/Equal Employment Opportunity Policy as detailed in the attached document.

Description: These revisions to the Affirmative Action/Equal Employment Opportunity Policy are being made to the list of protected categories to include pregnancy and pregnancy related conditions in accordance with the terms of Massachusetts' recently enacted Pregnant Workers Fairness Act and to provide for a consistent order in the listing of protected categories within the policy and across all policies involving protected categories.

This is a first reading of these proposed revisions to the Affirmative Action/Equal Employment Opportunity Policy.

Supporting Data: Attached redline of revisions to Cambridge Public Schools Affirmative Action/Equal Employment Opportunity Policy.

Respectfully submitted,

A handwritten signature in black ink, appearing to be "KS", written over a faint circular stamp.

Kenneth N. Salim, Ed.D.
Superintendent of Schools

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File: AC

**CAMBRIDGE PUBLIC SCHOOLS
AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY**

The Cambridge Public Schools are committed to equal education opportunity for all students and equal employment opportunity for all employees. We recognize that to assure equal opportunity and a multicultural education for all students, we must take affirmative action to provide sufficient role models among the staffs who reflect the various racial and cultural backgrounds of the students in the Cambridge Public Schools. We are committed to the existence of persons of racial, ethnic, linguistic and gender differences at all levels in all professional and support jobs within the Cambridge Public Schools. The attainment of an all-inclusive, discrimination-free environment, within all schools is the primary goal of the Affirmative Action Plan.

The Cambridge Public Schools commit to Equal Employment Opportunity without regard to ~~race, color, religion, sex, sexual orientation, national origin, ethnicity, age, disability, veteran, genetic information or marital status.~~ race, color, national origin, ethnicity, ancestry, religion, age, disability, genetic information, veteran status, marital status, sex, gender identity, sexual orientation, pregnancy, or pregnancy-related condition. We commit to continue to make all reasonable efforts to ensure an environment free of discrimination or harassment on account of race, color, national origin, ethnicity, ancestry, religion, age, disability, genetic information, veteran status, marital status, sex, gender identity, sexual orientation, pregnancy, or pregnancy-related condition. ~~race, color, national origin, ethnicity, sex, religion, age, sexual orientation, disability, veteran, genetic information, gender identity or marital status~~ and encourage all members of our community to support and foster the acceptance and inclusion of all individuals.

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The Cambridge Public Schools also ensure that all personnel activities including recruitment, employment, training, compensation, benefits and all other Cambridge Public Schools conditions of employment are administered according to equal opportunity principles and operate to eliminate practices that may result in inequities. For these reasons, the Cambridge Public Schools shall continue to take affirmative action and will continue to execute the policies and practices established to remedy the under representation of people of color, women, and other underutilized groups, where it occurs.

- LEGAL REFS.:
- Title VI, Civil Rights Act of 1964, 42 U.S.C. §2000d as amended
 - Title VII, Civil Rights Act of 1964, 42 U.S.C. §2000-17 as amended by the Equal Employment Opportunity Act of 1972, 42 U.S.C. §2000e as amended
 - Executive Order 11246, as amended by Executive Order 11375, as amended
 - Equal Pay Act, as amended by the Education Amendments of 1972, 20 U.S.C. §1681 as amended
 - Genetic Information Nondiscrimination Act, 42 U.S.C. §2000ff-1 as amended
 - Title IX, Education Amendments of 1972, 20 U.S.C. §1681 as amended
 - Rehabilitation Act of 1973, 29 U.S.C. §701 as amended
 - Education For All Handicapped Children Act of 1975 as amended by the Individuals with Disabilities Education Act, 20 U.S.C. §1400 as amended
 - M.G.L.c. 151B, et seq.
 - M.G.L.c. 71B, §1 et seq. (Chapter 766 of the Acts of 1972), as amended
 - M.G.L.c. 76, §5 as amended
 - M.G.L.c. 76, §16 as amended
 - Access to Equal Educational Opportunity, 603 C.M.R. 26.00 et seq. as amended
 - Special Education, 603 C.M.R. 28.00 et seq. as amended

CROSS REFS.: ACA- ACE Subcategories for Non-Discrimination
AC-R Uniform Grievance Procedures
GBA Equal Opportunity Employment
JB Equal Educational Opportunities

| *Adopted: December 18, 2012*