

AFFIRMATIVE ACTION EQUAL OPPORTUNITY

MSAD 52 is an Equal Opportunity/Affirmative Action institution. The institution prohibits discrimination on the basis of race, color, national or ethnic origin, religion, gender, age, disability or sexual orientation in the recruitment and admission of its students and instructional and non-instructional staff in the administration of its educational programs.

MSAD 52 is committed to an affirmative action employment program. The intent of this program is to insure all recruitment, employment, training, promoting, and other District personnel actions are administered so as to further equal opportunity and to overcome discrimination. The purpose is designed to relate to social and ethnic minorities, women, men, physically and mentally disabled, and older persons.

It is recognized that an affirmative action employment program is sound employment practice. Through assuring equality of employment opportunity, we anticipate that equality of educational opportunity can be enhanced. Students will be able to observe a variety of types of persons of different racial and ethnic origin, different ages and abilities, including those with physical and mental disabilities, performing the full range of professional and job responsibilities.

At no time will there be discrimination in this District related to sex, race, creed, sexual orientation, or physical or mental disability. Insofar as it is possible and as job characteristics apply, equal opportunity in all areas shall obtain. Advancement within the structure of the District will be open. All positions will be filled on the basis of requirements peculiar to those positions and to the extent candidates meet those mandates.

Because past employment practices, and other activities related to people working and otherwise involved in this District have not assured equal opportunity in all cases, the administration will exercise diligence so that employment opportunities and educational offerings will be made known, and that recruitment and enrollment will be open to all segments of the population. Special emphasis will be applied to include proportionate numbers of those people said to have been discriminated against.

Exposure to training opportunities within the organization will be applied strictly on a nondiscriminatory basis. Anyone seeking training outside the local District organization, with a plan for advancement or fulfillment, will receive equal consideration, regardless of basic background differences.

Other than in the area of contact sports, female students of the District will not be denied access to athletic activities. When females express interest in what is usually a male activity, a decision will be made in each case by a committee constituted for that purpose. This committee will consider not only the rights of the female candidate, but also her physical and emotional well-being, were she allowed to participate. Consideration will also be given to the rights and needs of others who may be involved in or related to such situations in any way.

Because this District has been and is currently advocating equal opportunity, there will be no favoritism practiced in either educational or employment opportunities because of race,

sex, creed, age, sexual orientation, and physical and mental disabilities. Whenever job vacancies prevail, positions will be filled on the basis of ability to fulfill the requirements of that position, in the judgment of those charged with the responsibility of the decision.

The responsibility for implementing the affirmative action programs will be assigned to a District coordinator, who will be directly responsible to the superintendent and to the Board of Directors. Reports relative to progress and program status will be submitted to the superintendent for Board of Directors information.

An advisory committee, composed of school district staff and citizens will assist in policy making, planning, and evaluation of this program.

Our current Affirmative Action Officers are Heidi Poulin (located at Leavitt Area High School - 225-1110), Razell Ward (located at Adult Education – 225-1011) and Susan Pilote (located at Tripp Middle School – 225-1070). They can be reached Monday through Friday, from 8:00 am to 4:00 p.m.