OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

The district provides equal opportunities for employment and advancement of all members of its workforce. The district recognizes that it is both culturally and educationally sound to employ persons of diverse backgrounds.

As required by applicable local, state, and federal law, the district will recruit, hire, train, promote, and make other employment decisions on the basis of individual merit and without discrimination because of race, color, religion, national origin, disability, pregnancy (including childbirth and other related medical conditions), age, sex, sexual orientation, gender identity status, spousal affiliation, or any other protected characteristic as may be required by applicable local, state, or federal law.

The superintendent will establish guidelines for the organization of district staff (both certified and classified employees) and will hire and promote such staff with approval of the board. The superintendent will select, hire, and promote all other district employees. The superintendent will direct the work of district employees.

The district maintains a policy of equal opportunity in the following areas:

- recruitment and job advertisements
- selection and hiring criteria and practices
- job classifications
- transfers and promotions
- demotions, terminations, layoffs, and recalls
- compensation
- terms, conditions, benefits, and privileges of employment
- training

The district will make reasonable accommodations for qualified individuals with disabilities or handicapping conditions.

Complaint Procedure

Any unsuccessful applicant for employment having reason to believe that he/she was not a successful applicant because of some discriminatory reason, such as race or color, may have his/her grievance heard according to the procedure set forth in S.C. Code of Laws, 1976, as amended, Section 59-19-510, et seq.

Cf. AC, JB

Adopted 4/25/78; Revised 11/22/83, 2/23/93, 6/25/02, 10/9/18

Richland County School District Two
Legal References:

A. Federal Law:

B. S.C. Code, 1976, as amended:
   1. Section 1-13-10, et seq. - Prohibits discrimination on the basis of race, religion, color, sex (including pregnancy, childbirth, or related medical conditions), age, national origin, or disability.