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ABSTRACT

The North Carolina Department of Public Education has developed an equal employment/affirmative action policy in accordance with Federal civil rights laws, and directives from the State Board of Education. Rather than merely ensuring anti-biased hiring practices, the policy provides for the recruitment, employment and promotion of qualified members of groups which were formerly excluded. The basic premise is that positive action must be taken to overcome the effects of previous discrimination and exclusion. The terms and goals of the policies are defined. The following policies and plans are described in detail: (1) Equal Employment Opportunity/Affirmative Action Policy, including approach and implementation; (2) Sexual Harassment Policy/Plan, including approach and implementation; (3) Policy Dissemination, including a manual, staff meetings, memoranda, and public notices; (4) Program Responsibilities, including functions of various staff, the personnel office, and the Affirmative Action Advisory Committee; (5) Goals and Timetables; (6) Affirmative Action Programs, including employee rights and responsibilities; and (7) Program Evaluation, to be conducted by the Personnel Director and Equal Employment Opportunity officers using the goals established as a guide. Statistical descriptions of the female and minority workforce by agency and job classification are provided. Eight appendices provide sample forms, recruitment and employment guidelines, information about equal employment/affirmative action efforts in North Carolina public education, and demographic information about the North Carolina workforce specifically and the State population in general. (VM)

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