

## **OPEN HIRING/EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION**

The board subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that applicants are employed, assigned, and promoted without regard to their age, race, creed, color, sex, marital status, sexual orientation, political affiliation, handicap, or national origin. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

LEGAL REFS.:        Civil Rights Act of 1964, as amended in 1972,  
                          Title VI, Title VII  
                          Fair Labor Standards Act  
                          Age Discrimination in Employment Act of 1967, as  
                          amended  
                          Executive Order 11246, 1965, as amended by Executive  
                          Order 11375  
                          Equal Employment Opportunity Act of 1972  
                          Title VII Education Amendments of 1972, Title IX  
                          (P.L. 92-318)  
                          45 CFR, Parts 81, 86 (Federal Register June 4, 1975,  
                          August 11, 1975)  
                          SDCL 13-43-17 through 13-43-25  
                          Section 504 of the Rehabilitation Act of 1973, as amended

CROSS REF.:        AC, Nondiscrimination/Equal Educational Opportunity  
                          ACA, Nondiscrimination on the Basis of Sex

ADOPTED:    January 21, 1987  
REVISED:    March 14, 1994  
REVISED:    October 15, 2008  
REVIEWED:   August 24, 2015