



**Cupertino Union School District**  
**Equal Employment Opportunity Policy Statement (Reaffirmation)**

The Cupertino Union School District is an equal opportunity employer and is committed to an active nondiscrimination program. It is the stated policy of the Cupertino Union School District that all employees and applicants shall receive equal consideration and treatment. All recruitment, hiring, placements, transfers, and promotions will be on the basis of qualifications of the individual for the positions being filled regardless of race, color, religion, ancestry, national origin, age, sex, sexual orientation, marital status, medical condition, or physical handicap. All other personnel actions such as compensation, benefits, layoffs, return from layoffs, terminations, training, and social and recreational programs also are administered regardless of race, color, religion, ancestry, national origin, age, sex, sexual orientation, marital status, medical condition, or physical handicap.

It is educationally sound for minority students to have the positive image provided by minority classified and certificated employees. Likewise, it is educationally sound for all students or students in the majority group to have positive experiences with minority people who can be provided, in part, by minority classified and certificated employees. It is equally important for all children to have role models of both genders. Lessons concerning democratic principles, and the richness which racial diversity brings to our national heritage, can best be taught by the presence of staff of mixed races, both genders, and ethnic groups working toward a common goal.

The objective of the Cupertino Union School District's Nondiscrimination Program is to actively recruit, and include for consideration for employment, members of minority groups, females, and the physically handicapped. All decisions on employment promotions must be made solely on the individual's qualifications (merit) and bonafide occupational qualifications for the job in question, and the feasibility of any necessary job accommodations.

The responsibility for implementing the affirmative action policy shall rest with the superintendent. The superintendent shall designate an affirmative action coordinator to carry out assigned tasks and direct those who are responsible in the various schools and/or departments to implement the policy. The affirmative action coordinator shall report directly to the superintendent.

Mike Cellini, in the Human Resources Department, is designated as the Equal Employment Opportunity Coordinator. Inquiries concerning the application of federal and state laws and regulations should be referred to him. The Equal Employment Opportunity Coordinator is responsible for administering program progress and initiating corrective action when appropriate. All personnel actions are monitored and analyzed to ensure the adherence of this policy. Regular annual reports for review and evaluation of progress are submitted to the superintendent.

To achieve the goals of our nondiscrimination program, it is necessary that each member of this District understand the importance of the nondiscrimination program and his/her individual responsibility to contribute toward its maximum fulfillment. Specifically, the efforts of managers and supervisors toward the success of this program will be evaluated, as is their performance on other District goals.

The Cupertino Union School District will update and reaffirm this Equal Employment Opportunity Policy Statement annually.