## HUMAN RESOURCES

## RECRUITMENT - SELECTION - EMPLOYMENT

It is the responsibility of the Superintendent of Schools and of persons delegated by him/her to determine the personnel needs of the school system and to select suitable candidates to recommend for employment to the Board.

The objective shall be to obtain highly qualified personnel for the school district. Ohio County Schools does not discriminate on the basis of sex, race, color, religion, disability, age and national origin in employment and in the administration of any of its education programs and activities. As an equal opportunity employer, no discrimination based upon said factors will be made in the salary, promotion, demotion, transfer, or termination of any employee.

All recruitment, selection, employment and affirmative action shall be in accordance with federal requirements delineated by Title VII of the Civil Rights Act of 1964, 42 U.S.C. Section 1604.11(a) et. seq.; the Americans with Disabilities Act, 42 U.S.C. 12101 et. seq. and regulations, 29 C.F.R. Part 1630 et. seq.; and Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794 et. seq. and regulations, 34 C.F.R. Part 104 et. seq.; and Title IX of the Education Amendments of 1972, 20 U.S.C. Section 1681 et. seq. and regulations, 34 C.F.R. Section 106.37 et. seq. Additionally, all current applicable provisions of Chapters 18 and 18A of the West Virginia Code, the West Virginia Human Rights Act, West Virginia Code 5-11-2 et. seq. and any subsequently enacted statutes or regulations shall be complied with in any recruitment, selection and employment decisions or recommendations made by the administration.

As a condition of employment, employees likewise shall comply with all current and future federal and state statutes and policies controlling employee conduct in the workplace.

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OHIO COUNTY BOARD OF EDUCATION

