

HUMAN RESOURCES
Equity and Compliance

|| Workforce Diversity

This regulation supersedes Regulation 4920.2.

I. PURPOSE

|| To assign responsibility to managers for developing and implementing workforce diversity.

|| II. WORKFORCE DIVERSITY

|| Workforce diversity requires commitment throughout all levels of management. Therefore, the following responsibilities are assigned:

A. The Division Superintendent shall provide general direction and administrative support.

|| B. The Department of Human Resources shall ensure equal employment opportunity (EEO) throughout the school system. This includes the responsibility to recruit, hire, assign, transfer, promote, train, and maintain a diverse applicant pool for all job categories.

C. Managers of educational and support personnel shall:

1. Administer and enforce the EEO policies in their respective departments, schools, and offices.

|| 2. Establish site-based workforce diversity initiatives that identify efforts, e.g., hiring, retention, and assignments to leadership positions that demonstrate Fairfax County Public Schools' commitment to EEO and diversity.

|| D. The director, Office of Equity and Compliance (OEC), serves as the EEO officer and is responsible for monitoring compliance with EEO policies, practices, and diversity initiatives. The director shall make recommendations for corrective action to the assistant superintendent, Department of Human Resources and the Division Superintendent when improvements are needed. The OEC provides technical assistance to managers and administrators with diversity initiatives and compliance with equal employment opportunity obligations.