

Cumberland Public Schools  
2602 Mendon Road  
Cumberland, RI 02864-3496  
Phone (401) 658-1600  
Fax (401) 658-4620

Cumberland Public Schools

**Affirmative Action Plan**

**2009-2010**

*The Cumberland School Department does not discriminate on the basis of age, sex, race, religion, national origin, sexual orientation, color or disability in accordance with applicable laws and regulations.*

.....

---

# Cumberland School Committee

## *Policy GBA - Affirmative Action/Equal Opportunity*

The Town of Cumberland School Committee believes that the race, color, religion, sex, national origin, sexual orientation, disability, or age of an individual should not serve as a barrier to his or her equal opportunity for employment. Practices and conditions may exist which adversely affect the employment opportunities of entire groups of people, most notably women and members of minority groups and disabled persons.

The mere elimination of discriminatory barriers to employment is often not in itself sufficient to provide equal opportunities. The Committee, therefore, intends to pursue *affirmative action* through positive and aggressive measures designed to support and fulfill the Committee's commitment to equal employment opportunity.

In support of this intention, the Committee shall create a plan of affirmative action which will ensure non-discrimination in employment, include remedies to overcome the effect of any past exclusions, remove any existing barriers to the provision of equal employment opportunity, and adhere to both federal and state laws and regulations regarding affirmative action and equal employment opportunity.

\*The Equal Pay Act of 1963, the Civil Rights Act of 1964, Presidential Executive Order 11246, the Age of Discrimination Act of 1969, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, 1972 Amendments to Title VII of the Civil Rights Act of 1964, Rhode Island General Law 28-5.1 entitled Equal Opportunities and Affirmative Action.

Policy Adopted: April 23, 1987; Reviewed and Renewed: May, 2009

TOWN OF CUMBERLAND SCHOOL COMMITTEE, CUMBERLAND, RI



---

Donna A. Morelle, Ed.D.  
Superintendent of Schools

## Dissemination

In order to ensure that the public as well as all those directly concerned with the Cumberland School Department be apprised of our policy, the following steps will be taken under the direction of the Human Resources Department:

- A. A legal notice of the statement of our Affirmative Action Policy will be distributed annually to local newspapers for publication. Included will be the names of local and state compliance officers as well as procedures for due process.
- B. A statement of policy, including due process procedures and the names of local and state compliance officers will be disseminated without regard to sex, disablement, age or minority group to:
  - 1. All present and future employees as well as applicants for employment.
- C. A statement of policy, including due process procedures and the names of local and state compliance officers, and a copy of the EEO/AA plan will be disseminated to:
  - 1. The Cumberland Teachers' Association.
  - 2. The Independent Cumberland School Employees.
  - 3. Anyone requesting such policy statement and/or plan.
- D. The following statement will appear on all publications of the Cumberland School Department, including advertisements, postings, stationery, student handbooks, employees' handbooks and other school publications.

“The Cumberland School Department is an Equal Opportunity/ Affirmation Action Employer.”
- E. The Cumberland School Department will not utilize, distribute, or support any publication which suggests by text or illustration that the Department treats applications, students, or employees differently on the basis of sex, disablement, age or minority group, unless such treatment is in agreement with state and federal law.

## **Compliance Officer**

The Compliance Officer appointed by the Cumberland School Committee is a member of the Advisory Committee and has the following responsibilities:

1. To make known the Equal Employment Opportunity/Affirmative Action Policy of the Cumberland School Department.
2. To serve as liaison between the School Department and the community action groups concerned with employment opportunities of minorities and women.
3. To assist in monitoring the School Department's recruitment, hiring, promotion and training policies.
4. To assist in developing recruitment literature and materials aimed at women and minority groups.
5. To assist in the processing of all complaints of discrimination.
6. To counsel present and prospective employees in relation to the Affirmative Action plan.
7. To report to and provide assistance to the Superintendent and the School Committee in meeting the goals and responsibilities set forth in this plan.
8. To meet with all personnel for creating awareness about their rights and responsibilities in regard to this plan.
9. To ensure that recruitment procedures are directed towards members of minority groups and to women.
10. To design selection procedures which are non-discriminatory.
11. To examine wage and salary structure.
12. To examine benefits and conditions of employment.
13. To review tests and performance measures, and to train evaluators not to make discriminatory judgments.
14. To examine childbearing and childrearing policies.
15. To inform everyone of due process procedures.
16. To compile Cumberland School Department statistics on women, minorities, disabled and age.

