

Hawthorne Public Schools

Affirmative Action & Equity

What is Affirmative Action?

Ensures all regardless of race, creed, color, national origin, ancestry, age, marital status, affection or sexual orientation, gender, gender identity, religion, disability or socioeconomic status are provided equal access to educational programs and services.

Whom does it protect?

Students, Teachers, Administrators, Custodians, Secretaries, Support Staff

What does Affirmative Action Cover?

Racial Bias and Prejudice-discrimination occurs when an individual is subjected to unequal treatment because of their actual or perceived race

Intolerance- Unwillingness or refusal to tolerate or respect contrary opinions or beliefs of different races or backgrounds (This can be with religious groups, races, ethnic backgrounds).

Racially Hostile Environment - May be created by oral, written, graphic or physical conduct related to an individual's race, color or national origin that is sufficiently severe, persistent or pervasive so as to interfere with or limit the ability of the individual to participate in or benefit from the educational, employment or contractor opportunities in the district

Behaviors that may constitute Affirmative Action

- Harassment is based on the person receiving the harassment's point of view
- Humiliating or abusive behavior that gives a victim torment
- Malicious gossip and/or rumors
- Invading personal and work space
- Isolation
- Sabotage
- Making repeated indecent racial/indecent comments
- Posting indecent photos
- Lewd comments (sexual harassment)

Examples of Complaints and Violations

- Racial discrimination bias in hiring practices
- Hostile Workplace Environment
- Racially Hostile Workplace Environment
- Harassment and Sexual Harassment
- Gender discrimination in sports participation
- Exclusion of Minorities from Gifted and Talented Programs