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| Book | WCSD Policy Manual |
| Section | 9000 Personnel and Negotiations |
| Title | Racial Bias |
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| Legal | |
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It is the purpose and intent of the Wappingers Central School District to foster and maintain an environment that maximizes potential for effective and efficient productivity and performance of its employees as well as of its students. Towards this end it is the policy of the District to prohibit conduct and practices among its employees and its students which overtly discriminate or manifest bias because of race, or which unnecessarily use race as a factor in the interactions among employees and/or students. Racial bias can be manifested through actions as well as words. Racial bias manifested through discriminatory hiring, assignments, job retention or promotion of employees, or in the grading, assignment or selection of students, is prohibited, and will result in disciplinary action when it occurs. Employees and students should be aware that unnecessary references, directed to minority employees and/or students, regarding their racial differences or status, generate a self-consciousness and discomfort in the person(s) to whom they are directed, which can adversely affect self-esteem and performance. Both employees and students are prohibited from engaging in such conduct. Employees in particular, should be aware of their status as role models for students in this regard, and should therefore strive to eliminate such conduct on their own part, or on the part of those employees or students over whom they have responsibility. Employees and students are hereby encouraged to report any violations of this policy as they occur.