

Policy: Affirmative Action / Equal Employment Opportunity
(Revised and Approved 9/19/87)

Policy

Motivated by the New Testament principles of love and justice, the Presbytery of North Puget Sound will recruit, hire, call, train and promote all persons in all job classifications without prejudicial regard to **race, sex, age, marital status (married, single, widowed, or divorced), or disability**. In implementation of the Form of Government, the church-wide **Equal Employment Opportunity Plan**, and the Church Information Form (Part IV of (5)):

A call shall be approved **when** the Presbytery is assured that at least one qualified or qualifiable candidate in an equal employment opportunity category (specifically racial/ethnic persons and women) has been thoroughly considered (interviewed in person and heard) and that decisions on nominees are made in light of the diversified exposure and experience.

Rationale

The most consistent Biblical image of persons is one of equality before God and unity in service in response to God's act of salvation.

The Presbyterian Church (U.S.A.) considers it a mark on sincerity and faithfulness to actualize the ideal. The Church uses a policy of **Equal Employment Opportunity (EEO)** and a program of **Affirmative Action (AA)** to provide church members with guidelines and procedures which are intended to ensure a more equitable and fair opportunity in employment. To overcome discriminatory practices that deny individuals the opportunity to achieve their highest employment potential, it is the policy of the Presbyterian Church (U.S.A.) **and this Presbytery** to:

- Provide equal opportunity in employment and upward mobility for all qualified and qualifiable persons.
- Prohibit discrimination in employment because of race, sex, age, marital status (married, single, widowed, or divorced), or disability.
- Promote the full realization of equal employment opportunity through a positive and continuing program of affirmative action.

Affirmative action is the execution of a set of specific and results-oriented procedures designed to eliminate both conscious and unconscious discriminatory employment practices in order to insure equal employment opportunity. Affirmative Action entails going beyond the mere prohibition of discrimination, to insure that recruiting, training, hiring, and promotion practices do not operate to the disadvantage of specific groups of person.

Implementation Procedures

1. Distribute and interpret copies of this policy.
2. Monitor the progress and report minimal numbers of minority candidates received or non-compliance to the COM Moderator and for Executive Presbyter promptly.
3. Complete the recommended report forms and forward them to the Presbytery office.

Definitions

Affirmative Action (AA)

Making equal opportunity a reality through establishing and monitoring specific goals or action steps which will insure a pluralistic (age, race, sex, marital status) work force.

Equal Employment Opportunity (EEO)

The provision of an open, equitable employment system allowing all persons the same opportunities; giving all candidates equal consideration in employment.

Qualified

Having qualities (characteristics, properties, attitudes, skills, knowledge, credentials) which fit a person for some function, office, etc.

Qualifiable

In the process of becoming qualified, suitable to be qualified; capable of becoming equipped with the qualities desirable to fit a person for some function, office, etc.; having demonstrated the ability to prepare oneself to be qualified; in process of acquiring requisite skills, knowledge, credentials.