

AFFIRMATIVE ACTION

The Harvard Public Schools and each of their departments, in accordance with applicable federal and state laws, will make a determined effort to recruit, employ, train, retrain, and promote qualified members of groups currently underutilized in the school system work force.

The nondiscrimination requirements apply to all persons, whether or not the individual is a member of a conventionally defined “minority group”.

LEGAL REF.: CMR [26:08](#)

CROSS REF.: [AC](#), Nondiscrimination

Approved: March 9, 2009