WAC 392-190-0592 Public school employment—Affirmative action program. (1) Each school district must develop an affirmative action employment plan or program that includes appropriate provisions designed to eliminate discrimination on the basis of a protected status.

(2) With respect to sex discrimination, a school district's affirmative action employment plan or program must include:

(a) The requirement to:

(i) Maintain credential requirements for all personnel without regard to sex;

(ii) Make no differentiation in pay scale on the basis of sex;

(iii) Make no differentiation in the assignment of school duties on the basis of sex except where such assignment would involve duty areas or situations such as, but not limited to, a shower room, where persons might be disrobed;

(iv) Provide the same opportunities for advancement for males and females;

(v) Make no difference in conditions of employment on the basis of sex including, but not limited to, hiring practices, leaves of absence, hours of employment, and assignment of or payment for instructional and noninstructional duties; and

(b) Such other provisions as may be required by OSPI to facilitate reasonable affirmative action goals and objectives and to eliminate discrimination in public school employment.

[Statutory Authority: RCW 28A.640.020 and 28A.642.020. WSR 26-15-128, s 392-190-0592, filed 7/22/26, effective 8/22/26; WSR 14-23-072, § 392-190-0592, filed 11/18/14, effective 12/19/14; WSR 11-09-024, § 392-190-0592, filed 4/13/11, effective 5/14/11.]