



Orange County Department of Education Diversity in Employment

The Orange County Department of Education (OCDE) is a public education organization based on fundamental human values of honesty, commitment, responsibility, respect, integrity, and professional ethics. Our priority is service to students, districts, and the community who look to us for support and educational leadership, and we know it is our employees who make these priorities a reality. OCDE provides equal employment opportunities to all applicants and employees without regard to race, color, religion, gender, gender identity, gender expression, pregnancy, sexual orientation, national origin, age, physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), marital status, ancestry, citizenship, or service in the uniformed services (as defined in USERRA). OCDE's non-discrimination policy is intended to be consistent with applicable law and applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

OCDE expressly prohibits any form of unlawful employee harassment based on a protected characteristic. OCDE also prohibits retaliation against any employee or person seeking employment for bringing a complaint of discrimination or harassment, assisting someone with such a complaint, or participating in an investigation or resolution of such a complaint.

In our recruiting efforts, we take care to ensure that we seek only those qualifications in candidates that are needed to do the job, and we ensure that those qualifications are not established nor sought based on historical or other non-job related assumptions. OCDE is a leader in the educational and local community, networking with various organizations to effect a diverse applicant pool through valuable referrals.

OCDE is dedicated to offering growth opportunities to employees, and we strive to promote from within our diverse team of employees. Our Training and Development initiatives are specifically designed to be convenient and accessible, to encourage and support the enhancement of the professional skills of all of our employees. We aim to create and foster an environment of inclusion, grow our talent pool, foster creativity, support innovation, and become the employer of choice for a diverse population.