

281—95.1(19B) Definitions. The following definitions will be applied to the rules in this chapter:

“*Affirmative action*” means action appropriate to overcome the effects of past or present practices, policies, or other barriers to equal employment opportunity.

“*Agency*” means a local school district, an area education agency or a community college.

“*Availability*” means the extent to which members of a racial/ethnic group, women, men or persons with disabilities are present within the relevant labor market.

“*Department*” means the Iowa department of education.

“*Director of education*” means the director of the Iowa department of education.

“*Equal employment opportunity*” means equal access to employment, training and advancement, or employment benefits regardless of race, creed, color, religion, sex, age, national origin and disability.

“*Metropolitan statistical area*” means a large population nucleus (over 50,000 persons) and nearby communities which have a high degree of economic and social integration with that nucleus. Each area consists of one or more entire counties.

“*Person with a disability*” means any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment or is regarded as having such an impairment, as defined in Iowa Code section 216.2.

“*Racial/ethnic minority person*” means any person who is African American, Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native.

“*Relevant labor market*” means the geographic area in which an agency can reasonably be expected to recruit for a particular job category.

“*Underrepresentation*” means having fewer members of a racial/ethnic group, women, men or persons with disabilities in a particular job category than would be reasonably expected based on their availability in the relevant labor market.

“*Work force*” means an agency’s full-time and part-time employees.

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