Federal and state regulations require that the equal employment opportunity/affirmative action policy, the identity of the designated local coordinator and notification about the existence of the grievance procedure be disseminated to employees, and applicants for employment on an annual or ongoing basis. This notification must be included in major annual publications or communications targeted at employees, applicants for employment and unions or professional organizations holding collective bargaining or professional agreements with the agency such as:

- Teacher and Employee Handbooks
- Application Forms and Recruitment Brochures
- Media Ads Regarding Job Openings
- Formal Communications with Unions, Professional Associations or other Collective Bargaining Groups