

Section: Administration

Subject: Equal Employment Opportunity

P-2111

**Board Policy
Milford Public Schools
Milford, CT**

Equal Employment Opportunity

All personnel policies and practices of the Milford Board of Education (Board) will be in accord with equal employment opportunity practices as determined by state and federal legislation. Equal employment opportunity provides equal employment opportunities for all persons without regard to race, color, religion, age, sex, marital status, veteran status, sexual orientation, national origin, ancestry, disability, pregnancy, genetic information, gender identity or expression, or any other protected class under the law.

The Board's policy on a balanced staff is designed to ensure that the public schools are continuously moving toward integrated staff at all levels, in all schools, and in other areas throughout the system. Staff and students benefit greatly by having exposure to a diverse staff. The Board believes in the importance of staff balance and representation, within each employee group, of a cross section of employees of different gender, racial and ethnic backgrounds, and length of administrative and teaching experience.

cf. 4111.1 – Recruitment and Selection – Equal Employment Opportunity

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e.
Age Discrimination in Employment Act, 29 U.S.C. Sec 621. Executive Order 11246.
Connecticut General Statutes
Connecticut Constitution Article I, Section 20; Amendment V Equal Rights Protection Amendment.
46a 51 (8), (17), (18) Discriminatory practices.
46a 58(a) Deprivation of rights.
46a 60 Discriminatory employment practices prohibited.
46a 79 State policy re employment of criminal offenders.
46a 80 Denial of employment based on prior conviction of crime.
46a-81a Discrimination on the basis of sexual harassment or sexual orientation
10-153 Discrimination on account of marital status.
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. §4212.
Title II of the Genetic Information Nondiscrimination Act of 2008.

Board of Education Approved: May 18, 1993
Policy Revision Approved: May 14, 2018