

## **Personnel -- Certified/Non-Certified**

### **Nondiscrimination**

The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religion, age, marital status, national origin, sex, sexual orientation, gender identity or expression, ancestry, disability or genetic information, except in the case of a bona fide occupational qualification. The Board of Education seeks to extend the advantages of public education with full equality of educational opportunity to all students and personnel. The Board, any employee or any other person may not aid or compel the performance of an unfair labor practice as defined by law. For purposes of this policy, “genetic information” means the information about genes, gene products, or inherited characteristics that may derive from an individual or family members.

### **Harassment**

No member of the Board, agent of the Board, or agent of any employee organization may harass any employee or person seeking employment or any member on the basis of sex. “Sexual harassment” as defined by law includes any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature affecting a person's employment, continuity of employment or work performance or creating an offensive working environment.

### **Discipline**

No employee will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause.

### **Association Membership**

No employee shall suffer any professional disadvantage by reason of the employee's membership in an employee association or participation in its lawful activities.

### **Grievances**

No employee, employee association representative, member of any employee organization or any other participant in a grievance procedure shall suffer reprisals in any other way or suffer any professional disadvantage by reason of their opposition to any unfair labor practices or because of participation in the processing of any grievance. The Superintendent will provide procedures for alleged violations of Board policies, administrative regulations, and school district operations in general when not otherwise covered in employee organization agreements.

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(cf. 4111 - Recruitment and Selection)  
(4118.112.4218.112 – Sexual Harassment)  
(cf. 4135 - Organizations/Units)

Legal Reference: Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

46a-81a Discrimination on the basis of sexual orientation

10-153 Discrimination on account of marital status.

10-153a Rights concerning professional organization and regulations.

P.A. 11-55 An Act Concerning Discrimination

Federal Law:

Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e et. seq.

Section 504 of the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b)

American Disability Act 42 U.S.C. 12101 as amended by the ADA Amendments Act of 2008

Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, et. seq.

Civil Rights Act of 1987

Title VI of the Civil Rights Acts of 1964, 42 U.S.C. 2000d, et. seq.

Age Discrimination in Employment Act, 29 U.S.C. 621

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REGIONAL SCHOOL DISTRICT NO. 14  
Bethlehem and Woodbury, Connecticut