

Mission – Goals – Objectives

Affirmative Action Plan/Non-discrimination

The President and the Congress of the United States and the State of Connecticut have enacted laws and issued directives affirming their intent to protect and grant equal opportunity to all employees and students. Also, the Federal Government and the State of Connecticut have enacted and enforced laws regarding the equality of employment and equality of opportunity in education.

Therefore, the Amity Regional Board of Education reaffirms its policy to ensure equal educational opportunity for all. The District shall promote non-discrimination and an environment free of harassment based on an individual's race, color, religion, sexual orientation, national origin, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, marital status or age of any other persons with whom the individual associates.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board of Education also reaffirms its policy to ensure equal employment opportunity for persons and to prohibit discrimination in employment because of race, color, religion, sex, sexual orientation, national origin, disability, marital status, age, past history of mental disorder (except when such condition may adversely affect the safety of students), mental retardation, pregnancy, or physical disability (including but not limited to blindness) except in the case of bona fide occupational qualification or need. Sexual harassment shall not be used to influence employment decisions, nor shall decisions be influenced, affected or determined on the basis of membership in or holding of office in an employee association or union. An intensive affirmative action program shall be an integral part of every aspect of employment, not limited to but including promotion, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay, or other forms of compensation including fringe benefits, employment selection or selection for training and apprenticeships, promotion, or tenure.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 or the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

These statements shall be made available to all present and future employees and students.

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Cross References in Manual

Policies and regulations in this manual will reflect directly or indirectly equal opportunity for all employees and students, where applicable. Some specific cross references are as follows:

3324.1	Contracts
4111	Recruitment and Selection
4111.1/4211.1	Affirmative Action (Recruitment and Selection)
5145.4	Non-discrimination (Students)
5145.5	Student Grievance Procedures
6121	Non-discrimination (Instruction)
6145.1	Intramural Competition
6145.2	Interscholastic Competition
6161	Equipment, Books and Materials: Provision/Selection
6180	Evaluation of the Instructional Program

Affirmative Action Officer

The Board of Education authorizes the Superintendent of Schools to designate an Affirmative Action Officer who shall be responsible for the implementation of the Affirmative Action Plan.

Legal Reference:	Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq. 29 CFR 1604.11, EEOC Guidelines on Sex Discrimination. Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq. 34 CFR Section 106.8(b), OCR Guidelines for Title IX. Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001) <i>Meritor Savings Bank. FSB v. Vinson</i> , 477 U.S. 57 (1986) <i>Faragher v. City of Boca Raton</i> , No. 97-282 (U.S. Supreme Court, June 26,1998) <i>Gebbser v. Lago Vista Indiana School District</i> , No. 99-1866, (U.S. Supreme Court, June 26,1998) <i>Davis v. Monro County Board of Education</i> , No. 97-843, (U.S. Supreme Court, May 24, 1999.) 20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001.) The Vietnam Era Veteran’s Readjustment Act of 1974, as amended, 38 U.S.C. §4212.
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Title II of the Genetic Information Non-discrimination Act of 2008.

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008.

Public Law 111-256.

Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008).

Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008).

Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008).

Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008).

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation”).

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

0521
4118.11
5131.911
5145.42
5145.45

Form

BULLYING/HARASSMENT/DISCRIMINATION COMPLAINT FORM

*Please refer to the district website for complaints specifically related to sexual harassments
at <https://www.amityregion5.org/district-information/title-ix>*

Name of Complainant:

School of Attendance/Employment:

Date of Complaint:

Date of Alleged Incident:

Name(s) of Offender:

Name(s) of any Witnesses to Incident:

Where did Incident Occur?

Describe the incident(s) as clearly as possible, including:

- any specific verbal statements;
- what, if any, physical contact was occurred;
- what did you immediately prior to and immediately following the incident;
- why you believe the incident may have occurred; and
- any other information that would help in an investigation.

Complaint Received by:

Date of Receipt:

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This notice meets the minimum requirement of the regulation enforced by the Department of Education's Office for Civil Rights (OCR)

Non-Discrimination Notice

The _____ Public Schools doesn't not discriminate on the basis of a disabling condition as it applies under Section 504 of the Rehabilitation Act of 1973.

The _____ Public Schools does not discriminate on the basis of race, color, religion, national/ethnic origin, age, sex, sexual orientation, gender identity or expression, or disability in its programs, activities, and employment practices. Equal access is provided to the Boy Scouts and other designated youth groups.

The following individuals are coordinators for Title IX (sex discrimination), Title VI (race, creed and color) and Section 504 (disabled):

Title IX and Title VI

Name

Telephone Number

Section 504

Name

Telephone Number