

## **SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY**

### **Overview**

The District is committed to creating and maintaining an environment which is free from discrimination and harassment. This policy addresses employment discrimination. It is just one component of the District's overall commitment to maintaining a discrimination and harassment-free educational and work environment.

Consistent with this commitment and in accordance with law and regulation, the District is an equal opportunity employer that does not discriminate against any employee or applicant for employment in its programs and activities on the basis of any legally protected class or category including, but not limited to: age; race; creed; religion; color; national origin; sexual orientation; gender identity or expression; military status; sex; disability; predisposing genetic characteristics; familial status; marital status; status as a victim of domestic violence; and criminal arrest or conviction record.

The District adopts this policy as part of its effort to provide for the prompt and equitable resolution of complaints of employment discrimination. The District will promptly respond to reports of employment discrimination, ensure that all investigations are conducted within a reasonably prompt time frame and under a predictable fair grievance process that provides due process protections, and impose disciplinary measures and implement remedies when warranted.

Inquiries about this policy may be directed to the District's Civil Rights Compliance Officer(s) (CRCO(s)).

### **Reporting Allegations of Employment Discrimination**

Any person may report employment discrimination regardless of whether they are the alleged victim or not. Reports of employment discrimination may be made orally or in writing to the District's CRCO or any other District employee including, but not limited to, a supervisor or building principal.

All District employees who witness or receive an oral or written report of employment discrimination must immediately inform the CRCO. Failure to immediately inform the CRCO may subject the employee to discipline up to and including termination. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Additionally, District employees must comply with reporting requirements in any other applicable District policy or document. Applicable policies or documents may include: Policy #3420 - *Non-Discrimination and Anti-Harassment in the District*.

### **Grievance Process for Complaints of Employment Discrimination**

The District will act to promptly, thoroughly, and equitably investigate all complaints, whether oral or written, of employment discrimination and will promptly take appropriate action to protect individuals from further discrimination.

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**SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY (CONT'D.)**

**Grievance Process for Complaints of Employment Discrimination (Cont'd.)**

Various District policies and documents address employment discrimination. These policies and documents may include: Policy #3420 - *Non-Discrimination and Anti-Harassment in the District*. All complaints will be handled in accordance with the applicable District policies and/or documents.

The determination as to which District policies and/or documents are applicable is fact specific, and the CRCO may work with other District staff to determine which District policies and/or documents are applicable to the specific facts of the complaint.

If an investigation reveals that employment discrimination has occurred, the District will take immediate corrective action as warranted. This action will be taken in accordance with applicable law and regulation, as well as any applicable District policy, regulation, procedure, collective bargaining agreement, third-party contract, or other document such as the District's *Code of Conduct*.

**Prohibition of Retaliatory Behavior (Commonly Known as "Whistle-Blower" Protection)**

The District prohibits retaliation against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in an investigation, proceeding, or hearing related to a complaint of employment discrimination.

Complaints of retaliation may be directed to the CRCO. If the CRCO is unavailable, including due to a conflict of interest or other disqualifying reason, the report will be directed to another CRCO, if the District has designated another individual to serve in that capacity. If the District has not designated another CRCO, the Superintendent will ensure that another person with the appropriate training and qualifications is appointed to act as the CRCO.

Where appropriate, follow-up inquiries will be made to ensure that the discrimination has not resumed and that those involved in the investigation have not suffered retaliation.

- 8 USC § 1324b
- 29 USC § 206
- 42 USC § 1981
- Age Discrimination in Employment Act of 1967 (ADEA), 29 USC § 621 et seq.
- Americans with Disabilities Act (ADA), 42 USC § 12101 et seq.
- Genetic Information Non-Discrimination Act (GINA), 42 USC § 2000ff et seq.
- National Labor Relations Act (NLRA), 29 USC § 151 et seq.
- Section 504 of the Rehabilitation Act of 1973, 29 USC § 790 et seq.
- Title VI of the Civil Rights Act of 1964, 42 USC § 2000d et seq.
- Title VII of the Civil Rights Act of 1964, 42 USC § 2000e et seq.
- Title IX of the Education Amendments Act of 1972, 20 USC § 1681 et seq.
- Uniformed Services Employment and Reemployment Rights Act (USERRA), 38 USC § 4301 et seq.

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# POLICY

Churchville-Chili Central School District

2021

6120  
Page 3 of 3

Personnel

## **SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY (CONT'D.)**

28 CFR Part 35  
29 CFR Chapter I – National Labor Relations Board  
29 CFR Chapter XIV – Equal Employment Opportunity Commission  
34 CFR Parts 100, 104, and 106  
45 CFR Part 86  
Civil Rights Law §§ 40, 40-a, 40-c, 47-a, 47-b, and 48-a  
Civil Service Law §§ 75-b and 115  
Correction Law § 752  
Labor Law §§ 194-a, 201-d, 201-g, 203-e, 206-c, and 215  
New York State Human Rights Law, Executive Law § 290 et seq.  
Military Law §§ 242, 243, and 318  
9 NYCRR § 466 et seq.

NOTE: Refer also to Policies #3420 – Non-Discrimination and Anti-Harassment in the School District  
#3421 – Sexual Discrimination and Sexual Harassment Prohibited by Title IX  
of the Education Amendments of 1972  
#6121 – Sexual Harassment in the Workplace  
#6122 – Employee Grievances

Adopted: 7/10/2001

Revised: 3/9/2010, 8/21/2012, 1/14/2020, 6/8/2021