

TRUMBULL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
POLICY MANUAL

SECTION: **4000**  
CATEGORY: **Personnel – Certified and  
Non-Certified**  
POLICY CODE: **4000.1/Affirmative Action**

**AFFIRMATIVE ACTION**

**Policy Statement**

The Trumbull Board of Education will continue to take Affirmative Action to ensure that no persons are discriminated against in its employment on the basis of race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including but not limited to, present or past history of mental disability, intellectual disability, learning disability or physical disability, including, but not limited to, blindness), genetic information, status as a veteran, or any other basis prohibited by Connecticut State and/or Federal non-discrimination laws.

The Trumbull Board of Education recognizes that ensuring Equal Employment Opportunity is essential; however, it is not enough to guarantee the full and fair employment of minorities and other protected classes. Therefore, Affirmative Action is necessary because it requires the Trumbull Board of Education to make every reasonable effort to correct any major imbalances in its workforce. Special efforts will continue to be taken to ensure that full consideration has been given to all qualified minority and female employees and applicants.

This Policy Statement is based on both the spirit and the letter of State and Federal anti-discrimination laws, regulations, and executive orders. Accordingly, care is taken to ensure that no person shall be excluded from participation in, be denied the benefits of, or otherwise be unlawfully discriminated against in any of its programs because of minority status as exemplified in paragraph one. The Trumbull Board of Education will not knowingly use the services of, patronize, or otherwise deal with any business, contractor, subcontractor, or agency that engages in acts of unlawful discrimination.

Adopted: 11/3/1999  
Revised: 4/29/2003, 2/10/2004,  
9/18/2007, 9/1/2015, 2/13/2018

**References**

- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
  
- Connecticut Public Act 17-127, “An Act Concerning Discriminatory Practices against Veterans . . . ”
- Connecticut General Statutes §46a-60

**4000.1/Affirmative Action**

- Trumbull Board of Education Policy Code 0521: Non-Discrimination
- Trumbull Board of Education Policy Code 4111.1: Non-Discrimination in Employment

Title VI issues (Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin) can be reported to the Assistant Superintendent, who will serve as the District's Title VI coordinator, at (203) 452-4348, Trumbull Public Schools, 6254 Main Street, Trumbull, CT, 06611.

Title IX issues (Education Amendments of 1972 prohibits discrimination based on sex in education programs or activities) can be reported to the Assistant Superintendent, who will serve as the District's Title IX coordinator, at (203) 452-4348, Trumbull Public Schools, 6254 Main Street, Trumbull, CT, 06611.

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