

Personnel

Certified Personnel

Non-Discrimination/Equal Employment Opportunity

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In accordance with current Federal and State of Connecticut laws, the Board of Education requires equal employment opportunities for all and prohibits discrimination in all district matters pertaining to employees and job applicants. As an Equal Opportunity Employer, the Board of Education does not discriminate on the basis of race, color, religious creed, age, veteran status, genetic information, marital status, national origin, ancestry, sex, sexual orientation, gender identity or expression, pregnancy, physical disability, past or present history of mental disorder, intellectual disability, learning disability, or any classification protected by law regarding any individual who can perform the essential functions of the job with or without reasonable accommodations.

The District shall make reasonable accommodations for known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless in the case of a bona fide occupational qualification or need.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the American with Disabilities Act (ADA), Section 504 of Rehabilitation Act of 1973, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures for prompt and equitable resolution of employee complaints concerning any area covered in this policy.

Legal References:

Connecticut General Statutes

19-581 through 585 AIDS testing and medical information

10-209 Records not be public

46a-60 Discriminatory employment practices prohibited

Section 504 and the Federal Vocational Rehabilitation Act of 1973,

20 U.S.C. 706(7)(b)

American Disability Act of 1989 (42.U.S.C. Ch 126§12112), as amended

By ADA Amendments Act of 2008

Chalk v. The United States District Court of Central California

Civil Rights Act of 1964, Title VII, 42 U.S.C. 2000-e2 (a).

Equal Employment Opportunity Commission Policy Guidance

(N-915.035) on Current Issues of Sexual Harassment, effective 10/15/88.

Title IX of the Education Amendments of 1972, 34 CFR Section 106.

Meritor Savings Bank FSB v. Vinson, 477 U.S. 57 (1986)

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Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

Constitution of the State of Connecticut, Article I, Section 20.

10-153 Discrimination on account of Marital Status

P.A. 11-55 An Act concerning Discrimination

Civil Rights Act of 1987

The Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, 38 U.S.C. @4212

Title II of the Genetic Information Nondiscrimination Act of 2008

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May 14, 2012

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