

Non-Discrimination and Equal Education Opportunity

The Board of Education (Board) will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action, and termination) on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, gender identity or expression, other disability, or status as a victim of domestic violence, except in the case of a bona fide occupational qualification.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, or gender identity or expression, other disability, or status as a victim of domestic violence or any other basis prohibited by state or federal law, is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, non-academic, and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination or harassment on the basis of protected characteristics as defined by state and federal laws and regulations.

The Board will not discriminate against any employee or applicant for employment solely on the basis of the individual's erased criminal history record information, as defined in Conn. Gen. Stat. § 46a-80a.

For the purposes of this policy, "veteran" means any person honorably discharged from, released under honorable conditions from or released with an other than honorable discharge based on qualifying condition from active service in, the United States Army, Navy, Marine Corps, Coast Guard, and Air Force and any reserve component thereof, including the Connecticut National Guard. "Qualifying condition" means 1) a diagnosis of post-traumatic stress disorder or traumatic brain injury made by an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, 2) an experience of military sexual trauma disclosed to an individual licensed to provide health care services at a United States Department of Veterans Affairs facility, or 3) a determination that sexual orientation, gender identity, or gender expression was more likely than not the primary reason for an other than honorable discharge, as determined in accordance with Connecticut General Statutes § 27-103(c).

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance, or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For the purposes of this policy, "race" is inclusive of ethnic traits historically associated with race, including but not limited to, hair texture and protective hairstyles. "Protective hairstyles" includes, but is not limited to, wigs, headwraps, and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros, and afro puffs.

PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(b)

4218.11(b)

Any employee wishing to file a complaint regarding discrimination or harassment may obtain a copy of the Board's complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at www.bethany-ed.org or upon request from the Bethany Public School District (District) office.

If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex, gender identity, sexual orientation, disability, or pregnancy, such complaints will be handled under other appropriate Board policies and administrative regulations.

An employee also may file a complaint with the:

Office of Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
Telephone: 617-289-0111
<https://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination or harassment with the:

U.S. Equal Employment Opportunity Commission, Boston Area Office
JFK Federal Building
475 Government Center
Boston, MA 02203-0506
Telephone: 1-800-669-4000

Employees may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
Telephone: 1-800-477-5737

Anyone who has questions or concerns about this policy and/or why may wish to request or discuss accommodations based on religion, and/or who would like a copy of the Board's complaint procedures or complaint forms related to claims of discrimination or harassment, or discrimination or harassment on the basis of gender/sex, gender identity, or sexual orientation may contact:

Cheryl Kiesel
Director of Special Services, Curriculum and Instruction
Bethany Public School District 44 Peck Road
Bethany, CT 06524
203-393-1170
ckiesel@bethany-ed.org

PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(c)

4218.11(c)

Anyone who has questions or concerns about the Board’s policies regarding discrimination or harassment on the basis of disability, and/or who may wish to request or discuss accommodations for a disability, may contact:

Cheryl Kiesel
Director of Special Services, Curriculum and Instruction
Bethany Public School District 44 Peck Road
Bethany, CT 06524
203-393-1170
ckiesel@bethany-ed.org

Legal References: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, et seq.
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Non-discrimination Act of 2008, Pub.L.110-233, 42 U.S.C. § 2000ff; 29 CFR 1635.1 et seq.
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 10-153
Connecticut General Statutes § 27-103
Connecticut General Statutes § 46a-51
Connecticut General Statutes § 46a-58
Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-81a
Connecticut General Statutes § 46a-81c
Public Act 21-79
Connecticut General Statutes § 31-51i
Connecticut General Statutes § 46a-80a
Public Act No. 23-145

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