

Personnel -- Certified/Non-Certified

Equal Employment Opportunity

Affirmative Action

The New London Board of Education is committed to a policy of nondiscrimination against any employee or applicant for employment because of race, creed, color, national origin, sex, sexual orientation, age, religion, veteran status, genetic information, marital status or gender identity. This policy applies to recruitment, employment and subsequent placement, training, promotion, compensation, tenure and probation, and other agreements between the Board and other agencies, institutions, and companies who must be equal opportunity employers. All personnel policies and practices of the New London Board of Education will be in accord with equal employment opportunity practices as determined by state and federal legislation. A job description and required qualifications for a position to be filled will be made available to all applicants.

Definitions

Affirmative Action: An active effort to improve the employment or educational opportunities of American Indian, Asian American, Black/Afro-American, and Hispanic. Male or female designation may be included if either of those sexes is underutilized in a specific job category. This includes a similar effort to promote the rights or progress of other disadvantaged persons.

Equal Employment Opportunity

The Board will seek equal employment opportunity for all people through the implementation of this affirmative action policy. Under this program, the Board will actively seek qualified applicants for all open positions in the school district. The Board of Education recognizes the diversity of the people who live in this school district and believes that this diversity should have an important bearing on all aspects of the school system's activities.

The Board of Education believes it is especially important that this diversity of population be recognized in the recruitment, hiring, promotion, and assignment of personnel. The Board shall make affirmative efforts to encourage, recruit, employ, and promote qualified minorities, women, and men where underutilized in the district's work force.

The Superintendent of Schools or designee shall be responsible for developing specific recruiting process and appropriate interviewing and evaluation instruments to implement the Board's policy. The Superintendent or designee will also establish a set of procedures designed to eliminate unlawful discrimination between applicants, remedy the results of such prior discrimination, and prevent such discrimination in the future. Applicants may be seeking admission to an educational program or looking for professional employment

Equal Employment Opportunity

Affirmative Action (continued)

All such procedures and instruments shall comply with federal and state requirements.

Any person that conducts interviews or any person that selects employees for any job in the New London Public Schools will have read and have had the New London Board of Education Affirmative Action Policy explained to them.

Every level of supervision shall be responsible for meeting the goals of this policy.

The Board of Education directs the administration to set a goal for the recruitment, selection and employment of qualified people among racial and ethnic minority groups to the end that the school district's employees proportionately mirror the racial and ethnic composition.

Legal Reference:

4a.-60 Nondiscrimination and affirmative action provisions in contracts of the state and political subdivisions rather than municipalities.

4a.-60a Contracts of the state and political subdivisions, other than municipalities, to contain provisions re nondiscrimination based on sexual orientation.

Connecticut General Statutes

10-153 Discrimination because of marital status.

46a-60 Discriminatory employment practices prohibited.

46a-81a Discrimination based on sexual orientation

Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

The Vietnam era Veterans' readjustment assistance Act of 1974, as amended, 38 U.S.C. 4212

Tier II of the genetic Information Nondiscrimination Act of 2008

Approved: May 25, 2017

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