

## **Personnel -- Certified/Non-Certified**

### **Nondiscrimination**

It is the intent of the New London Board of Education to provide fair employment settings for all persons and to comply with state and federal law. The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religious creed, age, veteran's status, genetic information, gender identity or expression, marital status, national origin, sex, sexual orientation, ancestry, present or past history of mental disorder, ~~mental retardation~~, intellectual disability, pregnancy or physical disability. The New London Board of Education seeks to extend the advantages of public education with full equality of educational opportunity to all students and personnel. The Board, any employee or any other person may not aid or compel the performance of an unfair labor practice as defined by law.

### **Harassment**

No member of the Board, agent of the Board, or agent of any employee organization may harass any employee or person seeking employment or any member on the basis of sex. "**Sexual harassment**" as defined by law includes any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature affecting a person's employment, continuity of employment or work performance or creating an offensive working environment.

### **Discipline**

No employee will be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause.

### **Association Membership**

No employee shall suffer any professional disadvantage by reason of the employee's membership in an employee association or participation in its lawful activities.

### **Grievances**

No employee, employee association representative, member of any employee organization or any other participant in a grievance procedure shall suffer reprisals in any other way or suffer any professional disadvantage by reason of their opposition to any unfair labor practices or because of participation in the processing of any grievance. The Superintendent or his/her designee will provide procedures for alleged violations of Board policies, administrative regulations, and school district operations in general when not otherwise covered in employee organization agreements.

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### **Nondiscrimination**

Legal Reference: Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

46a-81 Discrimination on the basis of sexual orientation.

P.A. 11-55 An Act Concerning Discrimination.

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.

Title II of the Genetic Information Nondiscrimination Act of 2008.

Policy adopted: November 17, 2005

Policy revised: October 13, 2022

NEW LONDON PUBLIC SCHOOLS  
New London, Connecticut

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**Discrimination Grievance Form**

Any student, parent/guardian, employee or employment applicant who feels that he/she has been discriminated against on the basis of race, color, age, religion, national origin, sex, sexual orientation, gender identity or expression, marital status, genetic information or disability may discuss and/or file a grievance with either of the Civil Rights Coordinators of the New London Public Schools. This form should be returned to the Human Resources Office Reporting should take place within 40 calendar days of the alleged discrimination. Civil Rights Coordinators:

Name of Presenter/Complainant: \_\_\_\_\_

Employee \_\_\_\_\_ Employment Applicant \_\_\_\_\_ Student/Parent/Guardian \_\_\_\_\_

Home address \_\_\_\_\_

Phone \_\_\_\_\_ Date of Claim \_\_\_\_\_ Date of Incident \_\_\_\_\_

1. Statement of Incident/Issue (include all pertinent information: who, how, where, when, how often, feelings, witness).
2. Please attach any additional information/documentation as necessary.

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Signature of Presenter: \_\_\_\_\_

Signature of Civil Rights Coordinator: \_\_\_\_\_

Date Received: \_\_\_\_\_

*Forms are available from either of the Civil Rights Coordinators,  
Administrators and Guidance Offices.*