

Personnel

Non-discrimination

The Woodstock Academy does not discriminate against any person who is a member of any class protected by the Constitution or the laws of either the United States or the State of Connecticut. Inquiries regarding compliance may be directed to the Head of School.

Equal Employment Opportunity

Both federal and state laws prohibit discriminatory practices in hiring and employment. The Board of Trustees prohibits discriminatory acts in all Academy matters dealing with employees and applicants for positions and requires equal employment opportunities for all employees and applicants. As an equal opportunity employer, the Board of Trustees does not discriminate on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, sexual orientation, gender identity or expression, past or present history of mental disorder, physical or mental disability, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws.

Equal Education Opportunity

Pursuant to the IDEA, Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973, no otherwise qualified individual with handicaps shall, solely by reason of such handicap, be excluded from participation in, be denied the benefits of, or be subjected to the discrimination under any program of the Board of Trustees. Every student has the right to participate fully in classroom instruction and extracurricular activities which shall not be abridged or impaired because of age, sex, sexual orientation, gender identity or expression, race, religion, national origin, pregnancy, parenthood, marriage, or for any reason not related to his/her individual capabilities.

Harassment

No member of the Board of Trustees, agent of the Board of Trustees, or agent of any employee organization may harass any employee or person seeking employment or any member on the basis of sex.

Sexual harassment has been established as a form of sexual discrimination and is defined as follows:

“Any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when (1) submission of such conduct is made either explicitly or implicitly a term or condition of employment or participation in an educational function (2) submission or rejection of such conduct by an individual is used as the basis for employment or education decisions affecting the individual or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work or educational performance or creating an intimidating, hostile or offensive working environment.”

If an employee believes that he or she has been discriminated against in regard to either of the preceding policies, a grievance may be filed charging that the employee’s personal rights have been denied or violated. Employees wishing to discuss these regulations or rights under this policy, or wish to discuss or file a grievance, should contact the Administration and/or the Director of Human Resources. Contact should take place within forty (40) calendar days of the alleged occurrence.

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 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 Head of School will provide procedures for alleged violations of the Trustees' policies, administrative regulations, and The Academy operations in general when not otherwise covered in employee organization agreements.

Legal Reference: 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)
Connecticut State Statutes
Age Discrimination in Employment Act, ADEA
Americans with Disabilities Act (ADA)
Constitution of the State of Connecticut, Article I, Section 20
Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).
P.A. 11-55 An Act Concerning Discrimination

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The Woodstock Academy
Woodstock, Connecticut