

Personnel - Certificated/Non-Certificated

Nondiscrimination

The conditions or privileges of employment in this school system, including the wages, hours, terms and benefits shall be applied without regard to race, color, religious creed, age, marital status, national origin, sex, ancestry, residence, present or past history of mental disorder, mental retardation, pregnancy, or physical disability, (including but not limited to blindness) except in the case of a bona fide occupational qualification or need. Thereby the board of education seeks to extend the advantages of public education with full equality of educational opportunity to all pupils and personnel. Neither the board nor any employee nor any other person may aid or compel the performance of an unfair labor practice as defined by law.

Harassment

No member of the board or any agent of the board or any agent of any employee organization may harass any employee, or person seeking employment, or 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 or adult education staff member 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 way or suffer any professional disadvantage by reason of his/her being opposed to any unfair employment practice or because of his/her participation in the

Nondiscrimination (continued)

Grievances (continued)

processing of any grievance. The superintendent will provide procedures for alleged violations of board policies, of administrative regulations, of unfair employment practices, and school system operations in general when not otherwise covered in employee organization agreements.

(cf. 4111—Recruitment and Selection—Certificated Employees)
(cf. 4111.1/4211.1—Affirmative Action in Recruitment and Selection)
(cf. 4135.4—Grievances/Complaints—Certificated Employees)
(cf. 4234.4—Grievances/Complaints—Non-Certificated Employees)

Legal Reference: ————— Connecticut General Statutes
10-151 Employment of teachers....
10-153 Discrimination on account of marital status
10-155f Residency requirement prohibited
46a-60 Discriminatory employment practices prohibited
46a-82 Complaint: Filing
46a-89 Temporary injunction re discriminatory employment
practice...
46a-95 Enforcement of orders. Right of appeal

Policy
adopted:

BROOKFIELD PUBLIC SCHOOLS
Brookfield, Connecticut