

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

### **Nondiscrimination**

It is the intent of the Board of Education to provide a fair employment setting 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, religion, age, veteran status, genetic information, marital status, national origin, sex, sexual orientation, gender identity or expression, ancestry, present or past history of mental disorder, or disability (including pregnancy), except in the case of a bonafide occupational qualification.

"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.

The District shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.

The District shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The District shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.

Further, the District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.

Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact the District's ADA/Section 504 Coordinator. The District's coordinator is  
The Director of Special Education for the district.

The District recognizes that it is a discriminatory practice to request or require, on an initial employment application, a prospective employee's age, date of birth, dates of attendance at or date of graduation from an educational institution on an initial employment application, unless requesting or requiring such information is based on a bona fide occupational qualification or need, or when such information is required to comply with any provision of state or federal law."

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### **Nondiscrimination** (continued)

- (cf. 0521 - Nondiscrimination)
- (cf. 4000.1/5145.44-Title IX)
- (cf. 4111 - Recruitment and Selection)
- (cf. 4118.112/4218.112-Sex Discrimination and Sexual Harassment in the Workplace)
- (cf. 4118.14/4218.14-Disabilities)
- (cf. 5145.5 - Sexual Harassment)
- (cf. 5145.51 -Peer Sexual Harassment)

### Legal Reference: Connecticut General Statutes

- 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 on the basis of sexual orientation
- 10-15c Discrimination in public schools prohibited. School attendance by five-year olds (as amended by PA 21-2 §441.)
- 10-153 Discrimination on account of marital status
- Connecticut Fair Employment Practices Act, C.G.S. §469-60
- 46a-51 Definitions (as amended by PA 17-127 and PA 21-2)
- 46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127)
- 46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127 and PA 21-69)
- 46a-81a Discrimination on the basis of sexual orientation; Definitions
- P.A. 11-55 An Act Concerning Discrimination
- Title VI of the Civil Rights Act of 1964, 42. U.S.C. §2000d et. seq.
- Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.
- Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et. seq.
- Title IX Final Rule, May 6, 2020
- 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
- 42 U.S.C. §2000ff; 29CFR1635.1 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