

Administration

Equal Employment and Affirmative Action Policies

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Personnel policies and practices of the Board will be in accord with equal employment opportunity practices as determined by state and federal legislation.

Equal employment opportunity provides equal employment possibilities to all groups and requires that no individual will be discriminated against because of race, gender, color, religion, national origin, age, sex, sexual orientation, disability. The preceding list is presented to focus attention on the intent of equal employment and affirmative action efforts. It no way abridges or substitutes for federal or state law which is periodically revised.

The Board's policy is designed to ensure that the public schools are continuously moving toward integrated staff at all levels, in all schools, and in other areas throughout the system.

Staff and students benefit greatly by having exposure to a diverse staff.

The Superintendent is responsible for establishing, maintaining, and carrying out the affirmative action efforts to promote equal employment opportunities in every department of the school system. The Superintendent may delegate this responsibility.

All administrators or supervisors of certified and non-certified personnel bear responsibility for compliance with the affirmative action plan within their own school department.

Legal References:

Civil Rights Act of 1964, 42U. S.C., sub 2000e.

Age Discrimination in Employment Act, 29 U.S.C. Sec 621.

Executive Order 11246.

Connecticut General Statutes

Connecticut Constitution Article I, Section 20; Amendment V Equal Rights Protection Amendment.

46a 51 (8), (17), (18) Discriminatory practices.

46a-58(a) Deprivation of rights.

46a-60 Discriminatory employment practices prohibited.

46a-79 State policy re employment of criminal offenders.

46a-80 Denial of employment based on prior conviction of crime.

10-153 Discrimination on account of marital status.

PA 91-58 An act concerning discrimination on the basis of sexual orientation.