

Personnel

Certified Personnel

Equal Employment Opportunity and Affirmative Action

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Equal Employment Opportunity: The Board of Education affirms its commitment to equal employment opportunities for all applicants for positions within the school system and directs that recruitment, appointment and hiring be in compliance with all state, federal and local laws pertaining to fair employment practices. As an equal opportunity employer, the Board of Education does not discriminate on the basis of race, color, religious creed, age, marital status, national origin, veteran status, genetic information, sex, sexual orientation, past or present history of mental disorder, mental retardation, or learning disability, regarding any individual who can perform the essential functions of the job, with or without reasonable accommodations, physical disability (including blindness), or other disability except in the case of a bona fide occupational qualification or need. Employment shall be based on the qualifications of the individual and the existence of appropriate openings.

Affirmative Action: The Vernon Board of Education commits itself to providing a staffing environment and a selection of instructional programs which expose students to a broad range of concepts and ideas. The Board's affirmative action guidelines shall be consistent with Board policy on Equal Employment Opportunity, encouraging the recruitment and employment of the best qualified people from under-represented groups to reflect the population of the community.

The Superintendent or a staff member designated by the Superintendent as Affirmative Action Officer shall systematically examine all employment policies and practices and bring to the attention of the Superintendent and Board any which impede the Board's efforts to comply with Affirmative Action laws.

The Board of Education requests an annual report from the Superintendent or designated Affirmative Action Officer on progress made in implementing the Affirmative Action Policy.

Review and Evaluation:

The Affirmative Action program will be evaluated in an on-going fashion. It will be the responsibility of staff involved in the hiring process to be aware of reasonable minority group representation.

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Minority statistics will be reviewed before May 1st of each year and presented to the Superintendent. Following the annual evaluation, the superintendent will present the report to the board. The report will indicate trends, needs, accomplishments and will include revision recommendations if needed.

The Superintendent is responsible for establishing, maintaining, and implementing 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.

Grievance Procedures:

Applicants: Any applicant who feels he/she have been subject to discrimination in the job selection process may contact the Superintendent of Schools. If the complaint cannot be remedied within the Vernon Board of Education organization, the applicant should contact the Connecticut Commission on Human Rights and Opportunities.

Current Employees: Employees who feel they have been subject to discrimination because of race, color, religious creed, age, marital status, national origin, veteran status, genetic information, sex, sexual orientation, past or present history of mental disorder, mental retardation, or learning disability, regarding any individual who can perform the essential functions of the job, with or without reasonable accommodations, or physical disability (including blindness), or other disability except in the case of a bona fide occupational qualification or need in any personnel action including but not limited to, classification, compensation, training, or employment, may initiate an affirmative action complaint. The individual should bring the complaint to the attention of the Superintendent of Schools.

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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 certain provisions re nondiscrimination on the basis of sexual orientation

10-153 Discrimination on account of marital status.

46a-60 Discriminatory employment practices prohibited.

Title II of the Genetic Information Nondiscrimination Act of 2008

Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

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

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

[Executive pay Act of 1963, 29 U.S.C. 206 (d)]

The Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, 38U.S.C. #4212

Meritor Savings Bank FSB v. Vinson, 477U.S. 57 (1986)

Constitution of the State of Connecticut, Article I, Section 20

Revised: January 24, 2011