

# Personnel

## Certified Personnel

### Non-discrimination

4118.11

4218.11

In compliance with regulations of Title VII of the Civil Rights Act 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, the Civil Rights Act of 1987 and the Americans With Disabilities Act, the Board of Education adopts the following Equal Employment Opportunity.

**Equal Employment Opportunity:** Both federal and state law prohibit discriminatory practices in hiring and employment. The Board of Education prohibits discriminatory acts in all district 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 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.

#### Legal References:

Connecticut General Statutes

19-581 through 585 AIDS testing and medical information

10-209 Records not be public

46a-60 Discriminatory employment practices prohibited

Section 504 and the Federal Vocational Rehabilitation Act of 1973,

20 U.S.C. 706(7)(b)

American Disability Act of 1989 (42.U.S.C. Ch 126§12112), as amended

By ADA Amendments Act of 2008

*Chalk v. The United States District Court of Central California*

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 General Statutes

46a-60 Discriminatory employment practices prohibited.

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

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