

Equal Employment Opportunity

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 protected groups and that no individual will be discriminated against because of race, gender, color, religion, national origin, age, sex, sexual orientation, disability, or unrelated abilities to perform the duties of the position. A job description and required qualifications for a position to be filled will be made available to all applicants.

The Board's policy on a balanced staff 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 District.

Staff and students benefit greatly by having exposure to a diverse staff. The Board believes in the importance of staff balance and representation, within each employee group, of a cross-section of employees of different gender, racial and ethnic backgrounds, and length of administrative and teaching experience.

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e
Age Discrimination Act, 29 U.S.C., § 621
Executive Order 11246
Connecticut Constitution Article I, § 20; Amendment V Equal Rights Protection Amendment
Connecticut General Statutes § 10-153
Connecticut General Statutes § 46a-51(8), (17), (18)
Connecticut General Statutes § 46a-58(a)
Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-79
Connecticut General Statutes § 46a-80
Connecticut General Statutes § 46a-81a
Connecticut General Statutes § 10-153

Policy adopted: March 9, 2016