

Non-discrimination and Equal Education Opportunity

The Board of Education (Board) will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action, and termination) on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, or gender identity or expression, or other disability, except in the case of a bona fide occupational qualification.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital or civil union status, sexual orientation, national origin, alienage, ancestry, veterans' status, past or present history of mental disability, intellectual disability, learning disability, or physical disability including but not limited to blindness, pregnancy, genetic information, or gender identity or expression, or other disability, or any other basis prohibited by state or federal law, is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, non-academic and extracurricular activities, including athletics. It is also the policy of the Board to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics as defined by state and federal laws and regulations.

For the purposes of this policy, "veteran" means any person honorably discharged from or released under honorable conditions from active service in, the United States Army, Navy, Marine Corps, Coast Guard, and Air Force and any reserve component thereof, including the Connecticut National Guard.

For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

Any employee wishing to file a complaint regarding discrimination may obtain a copy of the Board's complaint procedures and complaint form which are included in the administrative regulation accompanying this policy and are available online at www.bethany-ed.org or upon request from the District office.

PERSONNEL – CERTIFIED/CLASSIFIED

4118.11(b)

4218.11(b)

Anyone who has question or concerns about the Board’s policies regarding discrimination on the basis of gender/sex or on the basis of disability may contact the Title IX Coordinator and Section 504/ADA Coordinator:

Director of Special Services, Curriculum and Instruction
Bethany Public School District
44 Peck Road
Bethany, CT 06524
(203) 393-3350

Legal References: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d et seq.
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq.
Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, 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
Title II of the Genetic Information Non-discrimination Act of 2008, Pub.L.110-233, 42 U.S.C. § 2000ff; 29 CFR 1635.1 et seq.
Connecticut General Statutes § 1-1n
Connecticut General Statutes § 10-153
Connecticut General Statutes § 46a-58
Connecticut General Statutes § 46a-60
Connecticut General Statutes § 46a-81a
Connecticut General Statutes § 46a-81c

Policy adopted: September 9, 1991
Policy revised: October 14, 1992
Policy revised: May 10, 2006
Policy revised: March 11, 2015
Policy revised: May 11, 2016
Policy revised: November 9, 2016
Policy revised: March 14, 2018
Policy revised: January 8, 2020