

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 4118.11
4218.11

RE: Nondiscrimination
Certified/Non-Certified

Approved: Summer 2000
Revised: 11/10/2015

The Board of Education 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, veteran's status, sex, marital status, sexual orientation, gender identity or expression, national origin, ancestry, disability or genetic information, or any other basis prohibited by law, except in the case of a bona fide occupational qualification.

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.

LEGAL REFERENCE: Connecticut General Statutes:

46a-60 Discriminatory employment practices prohibited.
46a-81a Discrimination on the basis of sexual orientation
10-153 Discrimination on account of marital status.
10-153a Rights concerning professional organization and regulations.
P.A. 11-55 An Act Concerning Discrimination

Federal Law:

Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e et. seq.
Section 504 of the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b)
American Disability Act 42 U.S.C. 12101 as amended by the ADA Amendments Act of 2008
Title IX of the Education Amendments of 1972, 20 U.S.C. 1681, et. seq.
Civil Rights Act of 1987
Title VI of the Civil Rights Acts of 1964, 42 U.S.C. 2000d, et. seq.
Age Discrimination in Employment Act, 29 U.S.C. 621