

Affirmative Action Policy Statement

It has always been the policy and will continue to be the strong commitment of the North Canaan Board of Education and all contractors and subcontractors who do business with North Canaan Board of Education to provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability and merit.

North Canaan Board of Education will continue to take affirmative action to ensure that no persons are discriminated against with regard to their race, color, sex, sexual orientation, national origin, ancestry, religion, age, physical disability, mental disability, marital status, present or past history of mental disorder or learning disability. Such action includes, but is not limited to, employment, upgrading, demotion or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation and selection for training, including apprenticeship. North Canaan Board of Education will continue to make good faith efforts to comply with all federal and state laws and policies which speak To Equal Employment Opportunity and Affirmative Action.

Equal Employment Opportunity is essential to guarantee the full and fair employment of minorities, women or other protected classes. Sexual Harassment will not be tolerated in the workplace. Therefore, engaging in acts of sexual harassment or any other forms of unlawful discrimination will constitute grounds for disciplinary action.

This Policy Statement is based on both the spirit and the letter of state and federal anti discrimination laws, regulations and executive orders. Accordingly, care is taken to ensure that no person shall be excluded from participation in, be denied the benefits of, or otherwise be unlawfully discriminated against regarding Board sponsored activities. Further, North Canaan Board of Education will not knowingly use the services of, patronize or otherwise deal with any business, contractor, subcontractor or agency that engages in acts of unlawful discrimination.

This Affirmative Action Policy Statement re-affirms North Canaan's Board of Education commitment to the principles of Equal Employment Opportunity and Affirmative Action.

Adopted: February 12, 1998

Reviewed: November 13, 2002

Revised: January 29, 2020

NORTH CANAAN BOARD OF EDUCATION

North Canaan, Connecticut