

## **Personnel – Certified/Non-Certified**

### **Non-Discrimination: Employees**

The New Milford Board of Education provides equal employment opportunities for all employees and applicants for employment. All employment decisions are made without regard to race, color, sex (including pregnancy), religion, national origin, sexual orientation, gender identity or expression, disability, marital status, age, ancestry, genetic information, veteran status, status as a victim of domestic violence or any other basis prohibited by local, state and federal laws. Employment decisions include, but are not limited to, recruitment, hiring, promotion, transfer, compensation, benefits, training, layoff and termination.

“Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, hairwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots and afro puffs.”

The school district hires people based on their qualifications for the position being filled by virtue of job related standards of suitability. Unless provided otherwise by contract, the school district’s promotional decisions are based upon an employee’s performance and qualifications as they relate to the new responsibilities.

Reasonable accommodations shall be available to disabled employees and the victims of domestic violence in a manner consistent with state and federal law. Pre-employment inquiries shall be made only regarding an applicant’s ability to perform job-related functions. Medical records and records relating to an employee's status as a victim of domestic violence shall be kept separate from other employee information and shall be treated confidentially in accordance

with applicable state and federal law. Employee medical information and information regarding an employee's status as a victim of domestic violence shall be kept confidential to the extent permitted by state and federal law.

Any employee or applicant who feels there has been a violation of this policy should bring the matter to the immediate attention of the Building Principal or the Title IX Coordinator, unless the Title IX Coordinator is the subject of the complaint, in which case it should be brought to the Superintendent. Any staff member or administrator who receives a complaint should bring the matter to the immediate attention of the Title IX Coordinator, unless he or she feels the Title IX Coordinator is the inappropriate person to handle the matter under the particular circumstances, in which case, it should be brought to the attention of the Superintendent of Schools.

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The Title IX Coordinator, the Director of Human Resources, may be reached at 50 East Street, New Milford, CT 06776, 860-210-2200.

The Superintendent of Schools is authorized to develop administrative regulations to establish a complaint procedure for reporting violations of this policy. The Title IX Coordinator shall have responsibility for coordinating compliance with this policy and investigating or supervising the investigation of complaints.

A copy of this policy shall be distributed to all present and future employees.

#### Legal Reference:

##### Connecticut General Statutes

- 10-153 Discrimination Based on Marital Status
- 46a-60(a) Connecticut Fair Employment Practices Act
- 46a-81c Sexual Orientation Discrimination- Employment
- R.S.C.A. 46a-54-200 through 46a-54-207
- Public Act 21-2 – An Act Creating a Respectful and Open World for Natural Hair

##### United States Code

- 20 U.S.C. 1681 Title IX of the Education Amendments of 1972
- 29 U.S.C. 623 Age Discrimination in Employment Act
- 29 U.S.C. 794 Section 504 of the Rehabilitation Act of 1973
- 38 U.S.C. 4301 Uniformed Services Employment and Re-employment Rights Act
- 42 U.S.C. 2000ff Genetic Information Nondiscrimination Act of 2008
- 42 U.S.C. 2000d and 2000e Titles VI and VII of the Civil Rights Act of 1964
- 42 U.S.C. 12101 Americans with Disabilities Act
- 29 C.F.R. 1604.11 EEOC Guidelines on Sexual Harassment

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