

Equal Opportunity Employment

Nondiscrimination

All personnel policies and practices of the Board of Education will be in accord with equal employment opportunity practices as determined by state and federal legislation.

The North Canaan Elementary School Board of Education adopts the Equal Opportunity and Equal Education Opportunity Policies in compliance with the following regulations:

- Title VII of the Civil Rights Act 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- the Civil Rights Act of 1987
- the American With Disabilities Act of 1990
- the Rehabilitation Act of 1973
- the Vietnam era Veterans Readjustment Act of 1974

The Board of Education and North Canaan Elementary School reaffirms its policy of equal educational and employment opportunity for all students and employees, prohibits discrimination because of race, color, religion, sex, age, natural origin, ancestry, marital status, Veteran status, pregnancy, sexual orientation, gender identity or expression, disability, or genetic information in district educational programs and activities, including, but not limited to, course offerings, athletic programs, guidance, counseling, tests and procedures. The District provides equal access to designated youth groups.

North Canaan Elementary School and the Board of Education reaffirm its policy of equal employment opportunity for all persons to prohibit discrimination in employment because of race, color, religion, sex, age, natural origin, ancestry, marital status, Veteran status, pregnancy, sexual orientation, gender identity or expression, disability, or genetic information except in the case of bona fide occupational qualification or need.

Employee/or applicants shall not be discriminated against, including but not limited to the areas of:

Recruitment and selection

Direct compensation

Job Assignments/Hours

Employee Rights

Fringe Benefits

Labor Organizations

Contracts or Professional Agreements

Safety and Health

Sexual Harassment Fair Labor Standards Act

The North Canaan Board of Education ensures nondiscrimination on the basis of sex under Title IX, and recognizes sexual harassment as a form of unlawful sex discrimination.

Sexual harassment is defined as "Any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment or participation in an educational function, (2) submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting the individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive working environment."

Hiring Process

North Canaan Elementary School has a clearly articulated hiring process which outlines six steps. These are:

1. Recruitment
2. Application

3. Screening
4. Interviewing
5. Selection
6. Hiring

This plan will be followed in the hiring of all school district staff.

(cf. [2111](#) - Equal Employment Opportunity/Hiring Process)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a0 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)
20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)
Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)
Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26,1998)
Gebbser v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26,1998)
Davis v. Monro County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)
Connecticut General Statutes
[46a](#) 60 Discriminatory employment practices prohibited. (as amended by PA 17-127)
[10](#)-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A. 11-55 to include "gender identity or expression")
[10](#) 153 Discrimination on account of marital status.
[17a](#)-101 Protection of children from abuse.

Policy adopted: April 11, 2019

NORTH CANAAN ELEMENTARY SCHOOL
North Canaan, Connecticut