

PERSONNEL

4111.1(a)

4211.1(a)

AFFIRMATIVE ACTION: RECRUITMENT AND SELECTION

The federal and state governments have enacted and enforced laws regarding the equality of employment.

The Board of Education is an equal opportunity employer. The Board shall recruit, hire, compensate, train and develop, evaluate, discipline, place, promote, layoff, terminate, and otherwise take employment actions in accordance with all federal, state and local laws. To foster workforce diversity, the Board is committed to good faith outreach and recruitment efforts in order to attract qualified applicants of diverse backgrounds and members of protected classes under law. It is also the policy of the Board of Education to be impartial in all of its relations with its employees and applicants for employment without regard to race, color, national origin, citizenship, ancestry, religion, sex, sexual orientation, non-conforming gender expression, age, genetic information, marital status, military veteran/disabled veteran status, physical or mental disability, or any other legally protected status. The Board of Education complies with the policy and procedures of the Americans with Disabilities Act.

No advertisement of employment opportunities may by intent or design restrict employment based upon discrimination as defined by law.

This goal statement shall be made available to all present and future employees.

EQUAL EMPLOYMENT OPPORTUNITY OFFICER

Superintendent of Schools for employment and personnel matters.

(cf. 4111.1 - Recruitment and Selection)

(cf. 4118.11/4218.11 – Grievance Procedure)

Legal References: Conn. Gen. Stat. § 31-51m or § 31-51q;
Conn. Gen. Stat. § 51-247a;
The Connecticut Fair Employment Practices Act, Conn. Gen. Stat. § 46a-51 et seq.;
Title VII of The Civil Rights Act of 1964, as amended by The Civil Rights Act of 1991, 42 U.S.C. § 2000e et seq.;
The Age Discrimination in Employment Act of 1967, as amended by the Older Workers Benefit Protection Act, 29 U.S.C. § 621 et seq.;
The Civil Rights Act of 1866, 42 U.S.C. § 1981;
Equal Pay Act of 1963, 29 U.S.C. § 206(d);

PERSONNEL

4111.1(b)

4211.1(b)

AFFIRMATIVE ACTION: RECRUITMENT AND SELECTION – (continued)

The Americans With Disabilities Act, 42 U.S.D. § 12101 et seq. and § 504, U.S. Rehabilitation Act;
Title IX of the Education Amendments of 1972 (Higher Education Act); and
Title 42 of the United States Code, § 1983.

Litchfield Board of Education

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