

PERSONNEL

4118.14(a)

4218.14(a)

NONDISCRIMINATION

It is the intent of the Board of Education to provide a fair employment setting for all persons and to comply with state and federal law. The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religious creed, age, veteran's status, genetic information, marital status, national origin, sex, sexual orientation, ancestry, gender identity or expression, present or past history of mental disorder, mental retardation, pregnancy or physical disability.

The District shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.

The District shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability or military status. The District shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.

The Board of Education recognizes a responsibility to avoid discrimination in policies and practices regarding its personnel, students, parents and members of the public who participate in school-sponsored programs. No discrimination against any person with a disability will be knowingly permitted in any of the programs and practices in the school system.

With regard to its employees, the Board specifically prohibits discrimination against any individual with a qualified disability with regard to recruitment, hiring, promotion or advancement, compensation, evaluation, training, or any other aspect of employment within the school system. The Board will afford qualified disabled individuals reasonable accommodations in accordance with state and federal law.

Disabled employees who can no longer perform essential job functions are encouraged to advise their supervisors or administrators of the nature of their disability and which functions cannot be performed. The Board will consider any reasonable suggestions of accommodation that would enable performance of those functions so long as the accommodation will not impose an undue hardship on the operation of the school system. The term "disability" shall be broadly construed. The determination of whether an individual has a disability should not demand extensive analysis.

Further, the District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.

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4118.14(b)

4218.14(b)

Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact the District’s ADA/Section 504 Coordinator. The District’s coordinator is the Director of Pupil Services.

(cf. 4111 - Recruitment and Selection)

(cf. 4118.14/4218.14 – Disabilities)

- Legal Reference:
- Conn. Gen. Stat. § 4a-60 (Formerly Sec. 4-114a) Nondiscrimination and affirmative action provisions in awarding agency, municipal public works and quasi-public agency project contracts.
 - Conn. Gen. Stat. § 4a-60a Provisions re nondiscrimination on the basis of sexual orientation required in awarding agency, municipal public works and quasi-public agency project contracts.
 - Conn. Gen. Stat. § 10-153 Discrimination on the basis of sex, gender identity or expression or marital status prohibited.
 - Conn. Gen. Sta. 46a-58(a) Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty.
 - Conn. Gen. Stat. § 46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127)
 - Conn. Gen. Stat. § 46a-81a Discrimination on the basis of sexual orientation; Definitions
 - Title VI of the Civil Rights Act 42 U.S.C. 2000e, et seq.
 - Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.
 - Title IX of the Education Amendments of 1972, 20 U.S.C. §1681 et. Seq.
 - The Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. §4212
 - Title II of the Genetic Information Nondiscrimination Act of 2008 42 U.S.C. §2000ff; 29CFR1635.1 et. seq.
 - Age Discrimination in Employment Act, 29 U.S.C. §621
 - Americans with Disabilities Act, 42 U.S.C. §12101
 - Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. §794

Litchfield Board of Education

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