

# **Nondiscrimination Notice**

## **A. Personnel**

The Board of Education will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, ancestry, disability or genetic information, except in the case of a bona fide occupational qualification.

For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member.

## **B. Students**

The Board of Education will comply with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, creed, color, national origin, sex, sexual orientation, marital status, age, or disability, subject to the conditions and limitations established by law.

### **Legal References:**

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d, *et seq.*

Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e, *et seq.*

Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*

Age Discrimination in Employment Act, 29 U.S.C. 621, *et seq.*

Americans with Disabilities Act, 42 U.S.C. 12101, *et seq.*

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, *et seq.*

Connecticut Fair Employment Practices Act, Connecticut General Statutes Section 46a-60

Connecticut General Statutes Section 10-153. Discrimination on basis of marital status

Connecticut General Statutes Sections 10-15c and 46a-81a. Discrimination on basis of sexual orientation