

**Personnel – Certified/Non-Certified****Nondiscrimination****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, veteran's status, gender identity, past history of mental disorder, marital status, sexual orientation, national origin, ancestry, disability or genetic information, except in the case of a bona fide occupational qualification.

**Discrimination and/or harassment towards or against any employee of the Ellington School District on the basis of the individual's legally protected classification by personnel, individuals under contract, students or volunteers subject to the control of the Board of Education will not be tolerated. Employees of the District are expected to adhere to a standard of conduct that is respectful and courteous to fellow school employees, students and to the public.**

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.

**The Board seeks to provide for the prompt and equitable resolution of complaints and/or grievances alleging any other form of discrimination on the basis of any legally protected classification. The timely reporting of complaints and/or grievances facilitates the investigation and resolution of such complaints and/or grievances. The Superintendent of Schools, at the direction of the Board, shall develop a comprehensive Administrative Regulation in furtherance of this Policy regarding procedures to follow if employees feel they have been discriminated against on the basis of any legally protected classification.**

**In accordance with Policy 4118.112, the Superintendent shall develop a comprehensive Administrative Regulation that provides due process procedures, in compliance with Title IX of the Education Amendments of 1972, for employee complaints involving alleged sexual discrimination and/or harassment.**

Legal Reference: Connecticut General Statutes

46a-51 Definitions (as amended by PA 17-127)

46a-58 Deprivation of rights. Desecration of property. Placing of burning cross or noose on property. Penalty. (as amended by PA 17-127)

46a-60 Discriminatory employment practices prohibited. (as amended by PA 17-127)

46a-81a Discrimination on the basis of sexual orientation; Definitions

P.A. 11-55 An Act Concerning Discrimination

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Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d 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; 29 CFR 1635.1 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