

This existing policy, last revised 3/18/02, can be rescinded and removed from the manual. It has been replaced by existing policy #4111.1/4211.1 adopted 11/19/12. Policy #4111.1/4211.1 has suggested modifications.

~~Philosophy Goals General Objectives~~

~~Affirmative Action Plan~~

~~Federal, State and local governments have enacted laws and issued directives affirming their intent to protect and grant equal opportunity to all employees and students and to foster the equality of employment and equality of opportunity in education.~~

~~Therefore, the Board of Education reaffirms its policy of insuring equal educational opportunity for all students and to prohibit discrimination because of race, color, religious creed, age, marital status, national origin, sex or physical disability in the educational programs and activities, not limited to but including, course offerings, athletic programs, guidance and counseling services, and tests and procedures, through an intensive affirmative action program, which shall be an integral part of every aspect of educational policies and programs to the maximum extent possible.~~

~~The Board of Education also reaffirms its policy to insure equal employment opportunity for all persons and to prohibit discrimination in employment because of race, color, religious creed, age, marital status, national origin, sex, or physical disability and to have equal access to all categories of employment in the public education system of the school district. An intensive affirmative action program shall be an integral part of every aspect of employment not limited to but including upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay, or other forms of compensation including fringe benefits, employment selection or selection for training and apprenticeships, promotion or tenure.~~

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

~~Affirmative Action Officers~~

~~The Superintendent of Schools for employment and the Principals of Beecher Road School are the affirmative action officers for matters dealing with curriculum, instruction, textbooks and learning materials.~~

Adopted by the Board: 5/10/82
 Revised 11/4/91
 Approved 3/29/93
 Revised and Approved 3/18/02

WOODBIDGE PUBLIC SCHOOLS
 Woodbridge, Connecticut

Existing policy, number 4111.1/4211.1 adopted 11/19/12, modified.

Personnel - Certified/Non-Certified

Recruitment and Selection

Affirmative Action

The Board of Education will provide equal employment opportunities for all persons without regard to race, color, national origin, ancestry, religion, age, **veteran status, genetic information, sex, marital status, sexual orientation, gender identity or expression** or physical disability (**including pregnancy**). The Board of Education directs the administration to set as a goal, the recruitment, selection and employment of qualified people among racial and ethnic minority groups to the end that the school district's employees will proportionately mirror the racial and ethnic composition of this community.

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

Legal Reference: Connecticut General Statutes
4a-60 Nondiscrimination and affirmative action provisions in contracts of the state and political subdivisions rather than municipalities
4a-60a Contracts of the state and political subdivisions, other than municipalities, to contain provisions re nondiscrimination on the basis of sexual orientation
10-153 Discrimination on account of marital status.
46a-60 Discriminatory employment practices prohibited.
46a-81a Discrimination on the basis of sexual orientation
Title VII, Civil Rights Act U.S.C. 2000e, 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