#4211.1

Affirmative Action

The Madison Public Schools shall comply with all federal and state laws and regulations

related to equal employment opportunities and prohibition of discrimination.

The Madison Board of Education will provide equal employment opportunities within the

Madison School District. No person shall, on the basis of race, color, religion, sex, sexual

orientation, national origin, age, marital status, ancestry, and physical disability (within

limits of "reasonable accommodations" and if the disability does not impair the ability of

the applicant or employer to perform the essential functions of the job), be excluded from,

denied benefits of, or be discriminated against under any program, activity, or service of

the Board of Education.

No advertisement of employment opportunities may by intent or design restrict

employment based upon discrimination as defined by law.

(cf. 4111 Recruitment and Selection)

Legal Reference: Connecticut General Statutes

10-153 Discrimination on account of marital status

10-220 Duties of board of education (as amended by 98-252)

Connecticut Constitution Article I, Section 20: Amendment V Equal

Rights Protection Amendment

46a-51(8), (17), (18) Discriminatory practices

46a-58 (a) Deprivation of Rights

461-60 Discriminatory employment practices prohibited

46a-79 State policy re: employment of criminal offenders

46a-80 Denial of employment based on prior conviction of crime

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

Date of Adoption: February 8, 2006