

Existing policy with required modification due to P.A. 17-127.

Mission - Goals - Objectives

Equal Opportunity Employment

Nondiscrimination

All personnel policies and practices of the Board of Education will be in accord with equal employment opportunity practices as determined by state and federal legislation.

The New Fairfield Public School Board of Education adopts the Equal Opportunity and Equal Education Opportunity Policies in compliance with the following regulations:

- Title VII of the Civil Rights Act 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- the Civil Rights Act of 1987
- the American With Disabilities Act of 1990
- the Rehabilitation Act of 1973
- the Vietnam era Veterans Readjustment Act of 1974.

The Board of Education and New Fairfield Public School reaffirms its policy of equal educational and employment opportunity for all students and employees, prohibits discrimination because of ~~race, color, religious creed, age, marital status, national origin, sex, sexual orientation, gender identity or expression, or status as a Veteran, learning disability, intellectual or developmental delay, or physical disability~~ race, color, religion, sex, age, natural origin, ancestry, marital status, Veteran status, pregnancy, sexual orientation, gender identity or expression, disability, or genetic information in district educational programs and activities, including, but not limited to, course offerings, athletic programs, guidance, counseling, tests and procedures. The District provides equal access to the Boy Scouts and other designated youth groups.

The New Fairfield Public School and Board of Education reaffirms its policy of equal employment opportunity for all persons to prohibit discrimination in employment because of ~~race, color, religious creed, age, marital status, national origin, sex, sexual orientation, ancestry, present or past history of mental disorder, intellectual or developmental delay, pregnancy or physical disability~~ race, color, religion, sex, age, natural origin, ancestry, marital status, Veteran status, pregnancy, sexual orientation, gender identity or expression, disability, or genetic information except in the case of bonafide occupational qualification or need.

Employee/or applicants shall not be discriminated against, including but not limited to the areas of:

- Recruitment and selection
- Direct compensation
- Job Assignments/Hours
- Employee Rights
- Fringe Benefits
- Labor Organizations

Contracts or Professional Agreements
Safety and Health

Mission - Goals - Objectives

Equal Opportunity Employment (continued)

Sexual Harassment Fair Labor Standards Act:

The New Fairfield Board of Education ensures nondiscrimination on the basis of sex under Title IX, and recognizes sexual harassment as a form of unlawful sex discrimination.

"Sexual harassment is defined as "Any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of sexual nature, when (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment or participation in an educational function (2) submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting the individual or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile or offensive working environment."

Hiring Process

The New Fairfield Public Schools has a clearly articulated hiring process which outlines six steps. These are:

1. Recruitment
2. Application
3. Screening
4. Interviewing
5. Selection
6. Hiring

This plan will be followed in the hiring of all school district staff.

(cf. 2111 - Equal Employment Opportunity/Hiring Process)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)
20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)

Mission - Goals - Objectives

Equal Opportunity Employment

Legal Reference: (continued)

Meritor Savings Bank. FSB v. Vinson, 477 U.S. 57 (1986)

Faragher v. City of Boca Raton, No. 97-282 (U.S. Supreme Court, June 26, 1998)

Gebbs v. Lago Vista Indiana School District, No. 99-1866, (U.S. Supreme Court, June 26, 1998)

Davis v. Monroe County Board of Education, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

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

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include “sexual orientation” and P.A. 11-55 to include “gender identity or expression”)

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

Policy adopted: May 18, 2000
Policy readopted: June 7, 2007
Policy revised: November 17, 2011
Policy revised: June 5, 2014
Policy revised:

NEW FAIRFIELD PUBLIC SCHOOLS
New Fairfield, Connecticut