

This existing policy, last revised 3/18/02, can be rescinded and removed from the manual. It has been replaced by existing policy #4111.114211.1 adopted 11/19/12.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, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning 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

This policy will replace the current P0500 in its entirety.

Mission- Goals- Objectives

Comprehensive Improvement Plans/Schedules

The Board of Education will develop a long-range plan based on its goals and objectives.

The Board of Education's long-range plan will specify targets in the areas of regular and special learning programs, transportation, staffing, building utilization, capital improvements, and maintenance of buildings and grounds. The comprehensive long-range plan will focus on the achievement of Board adopted goals and objectives.

Legal Reference: Connecticut General Statutes

10-220 Duties of Boards of Education

Policy adopted:

Existing policy adopted 10/17/11, legislation pertaining to this topic has been repealed. This policy and existing policy, #0522 are identical and both should be rescinded.

Mission-Goals-Objectives

Educational Evaluation and Remedial Assistance Plan

If required by law, the Board of Education shall prepare, maintain and submit to the State Board of Education, a plan for educational evaluation and remedial assistance as required. Said plan shall include at least (a) annual testing in grades four and six, to examine basic reading, language arts, and mathematics skills; (b) provision for application of local testing and for instructional improvement and identification of individual student needs; and (c) provision for remedial assistance. Said plan also shall be in conformity with existing state department of education specifications and requirements.

The Board, in order to help defray the costs of remedial instruction, will annually apply to the State Board of Education for a remedial assistance grant, as such are provided by law.

Legal Reference: Connecticut General Statutes
10-14m through 10-14r. Education Evaluation and Remedial Assistance

Adopted by the Board: 5/10/82
Revised 11/14/91
Approved 3/29/93

WOODBRIIDGE PUBLIC SCHOOLS
Woodbridge, Connecticut

Philosophy Goals General ObjectivesEducational Evaluation and Remedial Assistance Plan

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~~————— 10-14m through 10-14r. Education Evaluation and Remedial Assistance~~

~~Adopted by the Board: 5/10/82; Revised 11/4/91; Approved 3/29/93~~

CABE's newest version of this mandated policy to consider, which is the recommended replacement for the District's existing policy which was adopted 10/19/11.

This is the updated version of the District's current policy.

Mission – Goals-Objectives

Nondiscrimination

The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, gender identity/expression, national origin, ancestry, disability, (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, marital status or age or because of the race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, genetic information, marital status or age of any other persons with whom the individual associates or status as a Veteran. The District provides equal access to the Boy Scouts, **Girl Scouts** and **all** other designated youth groups.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relationships within the schools and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

(cf. 4111 – Recruitment and Selection)

(cf. 4111.1/4211.1 – Affirmative Action)

(cf. 4118.11 – Nondiscrimination)

(cf. 4118.113/4218.113 – Harassment)

(cf. 5145.4 – Nondiscrimination)

(cf. 5145.5 – Sexual Harassment)

(cf. 5145.51 – Peer Sexual Harassment)

(cf. 5145.52 – Harassment)

(cf. 5145.6 – Student Grievance Procedure)

(cf. 6121 – Nondiscrimination)

(cf. 6121.1 - Equal Educational Opportunity)

Mission – Goals-Objectives

Nondiscrimination

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)
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.)
 The Vietnam Era Veterans' Readjustment Act of 1974, as amended, 38 U.S.C. §4212
 Title II of the Genetic Information Nondiscrimination Act of 2008
 Connecticut General Statutes
 46a-51 Definitions
 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.
 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.
 The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008
 Public Law 111-256
Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)
Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)
Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)
Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Policy adopted

rev 9113
 rev 2114
 rev 7117

Mission — Goals — Objectives

Nondiscrimination

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~~In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.~~

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~~(cf. 4111 — Recruitment and Selection)~~

~~(cf. 4111.1/4211.1 — Affirmative Action)~~

~~(cf. 4118.11 — Nondiscrimination)~~

~~(cf. 4118.111 — Grievance Procedure Title IX)~~

~~(cf. 4118.113/4218.113 — Harassment)~~

~~(cf. 5145.4 — Nondiscrimination)~~

~~(cf. 5145.5— Sexual Harassment)~~

~~(cf. 5145.51— Peer Sexual Harassment)~~

~~(cf. 5145.52— Harassment)~~

~~(cf. 5145.6— Student Grievance Procedure)~~

~~(cf. 6121— Nondiscrimination)~~

~~(cf. 6121.1— Equal Educational Opportunity)~~

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~~*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)~~

~~*Gebser 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.)~~

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~~Policy adopted: October 17, 2011~~