



WOODBRIDGE SCHOOL DISTRICT

40 Beecher Road – South
Woodbridge, Connecticut 06525

Jonathan S. Budd, Ph.D. – Superintendent

MEMORANDUM

TO: Woodbridge Board of Education
FROM: Jonathan S. Budd, Ph.D., Superintendent
DATE: March 9, 2021
RE: Proposed Revision of Policy 2111, "Equal Employment Opportunity"

Based on this morning's meeting of the Board Policy Committee, please find attached a proposed revision of Policy 2111 which would accomplish the following:

- Remove current paragraph 1, which does not relate to this policy, whose focus is equal employment opportunity. This type of content is covered in Board Policy 5145.5, "Non-Discrimination."
- Replace current paragraph 2 with an update to the classifications linked to equal employment opportunity:
 - Adding the protected groups of "veteran status" and "genetic information";
 - Updating "sexual preference" with "sexual orientation"; and
 - Updating the definition of "disability."

Administration

Equal Employment Opportunity

~~The Woodbridge Board of Education affirms its policy of equal educational opportunity for all students and prohibits discrimination because of race, color, religious creed, age, marital status, national origin, sexual preference, gender, sexual identity or expression, ancestry, present or past history of mental disability, pregnancy or physical disability in all educational and extracurricular programs and activities.~~

~~The Board of Education also affirms its policy of equal employment opportunity for all persons and prohibits discrimination in employment because of race, color, religious creed, age, marital status, national origin, gender, sexual preference, ancestry, present or past history of mental disability, pregnancy or physical disability, except nothing prohibits the Board from requiring employees to comply with bona fide occupational qualifications or needs.~~

The Board of Education affirms its policy of equal employment opportunity for all persons and prohibits discrimination in employment because of race, color, religious creed, age, marital status, veteran status, national origin, gender, sexual orientation, ancestry, genetic information, or disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability, or learning disability), including pregnancy, or any other basis prohibited by state and/or federal non-discrimination laws, except nothing prohibits the Board from requiring employees to comply with bona fide occupational qualifications or needs.

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e.

Age Discrimination in Employment Act, 29 U.S.C. Sec 621.

Executive Order 11246.

Connecticut General Statutes

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.

~~46a-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-81~~ Sexual orientation discrimination defined

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

~~10-153~~ Discrimination on account of marital status.

Policy adopted: ~~March 19, 2012~~ _____