

Series 4000 – Personnel – Certified & Non-Certified

1. Certified Personnel

A. Permanent Personnel

(8) Rights, Responsibilities and Duties

(a) Civil and Legal Rights

(i) Nondiscrimination

The Suffield Board of Education will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, ancestry, disability or genetic information, except in the case of a bona fide occupational qualification.

For the purposes of this policy, “genetic information” means the information about genes, gene products, or inherited characteristics that may derive from an individual or family member.

Legal references: Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq*
Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e *et seq*
Title IX of the Education Amendments of 1972, 20 USCS § 1681 *et seq*
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Connecticut Fair Employment Practices Act
Connecticut General Statutes § 46a-60
Connecticut General Statutes § 10-153.
Discrimination on basis of marital status
Connecticut General Statutes § 46a-81a.
Discrimination on basis of sexual orientation

Policy adopted: November 18, 2008

SUFFIELD PUBLIC SCHOOLS
Suffield, Connecticut