

SCOTLAND BOARD OF EDUCATION
Board Policy

Personnel – Certified/Non-Certified

Nondiscrimination

It is the intent of the Scotland Board of Education to provide a fair employment setting for all persons and to comply with state and federal law. The conditions or privileges of employment in the school district, including the wages, hours, terms and benefits, shall be applied without regard to race, color, religious creed, age, veteran's status, genetic information, marital status, national origin, gender, sexual orientation, gender identity or expression, ancestry, present or past history of mental disorder, intellectual disability, pregnancy or physical disability.

The Scotland School District shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.

The Scotland School District shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The district shall not exclude or otherwise deny equal job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.

Further the District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.

Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability of the enforcement and application of this policy, should contact the District's ADA/Section 504 Coordinator. The District's coordinator is the school principal.

(cf. 4111 – Recruitment and Selection)

(cf. 4118.14/4218.14 – Disabilities)

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

SCOTLAND BOARD OF EDUCATION
Board Policy

Personnel - Certified/Non-Certified

Nondiscrimination (continued)

10-153 Discrimination on account of marital status

46a-60 Discriminatory employment practices prohibited.

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

P.A. 11-55 An Act Concerning Discrimination.

Title VII, civil Rights Act 42 U.S.C. 200e, et seq.

The Vietnam Era Veterans' Readjustment Assistance Act of 1974,
as amended, 38 U.S. C. sec. 4212

Title II of the Genetic Informaton Nondiscrimination Act of 2008.