

NON-DISCRIMINATION (PERSONNEL)

The 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, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identify or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws. The Shelton Public School System does not unlawfully discriminate in employment and licensing against qualified persons with a prior criminal conviction.

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 a family member.

Legal References:

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