

NORTH BRANFORD BOARD OF EDUCATION

SERIES 2000: PERSONNEL

P2210

NON-DISCRIMINATION

It is the policy of the Board of Education to maintain an environment free from discrimination, where all people are treated in all respects without bias based on race, color, religious creed, age, sex, marital status, national origin, ancestry, present or past physical or mental disability, pregnancy, military or veteran status, or sexual orientation, except in cases of bona fide occupational qualification or need.

Any Board member, employee, or student found to have engaged in a discriminatory practice will be subject to immediate disciplinary action, up to and including discharge from employment, expulsion from school, or referral to legal authorities for prosecution, as judged appropriate on a case by case basis.

Any individual who engages in any form of retaliation against any person allegedly involved in a discriminatory practice will be subject to immediate disciplinary action. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

Any employee or student who believes he or she has been subject to discrimination should report the incident immediately to his or her immediate supervisor, school principal, or the Superintendent of Schools. If the complaint is about the Superintendent, the complainant should report to the Chairman of the Board of Education. If the complaint is about a member of the Board of Education, the complainant should contact the Director of Human Services.

All such incidents shall be investigated according to the established district procedures that may be found in the regulations for this policy.

The Superintendent and District administrators shall distribute this non-discrimination policy statement and inform employees and students of the procedures for handling a complaint.

All reports of alleged discrimination will be held in confidence, subject to all applicable laws and any relevant provisions found in the district's collective bargaining agreements.

It is the right of any individual who files a complaint with the school system regarding discrimination to seek any and all remedies available outside of the school system.

Legal References: C.G.S. §10-153 (Discrimination on account of marital status)
C.G. S. §46a-60 (Discriminatory Employment Practices Prohibited)
Title VII Civil Rights Act
P.A.-98-252(13)
§ 10-4a(b)

Policy Adopted: 8/23/01