

NORTH BRANFORD BOARD OF EDUCATION

SERIES OOOO – DISTRICT MISSION, GOALS AND PROCEDURES

P0800

Non-Discrimination

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, religion, age, sex, marital status, sexual orientation, national origin, ancestry, disability, genetic information, or gender identity or expression, except in the case of a bona fide occupational qualification.

The Board of Education complies with all applicable federal, state and local laws prohibiting the exclusion of any person from any of its educational programs or activities, or the denial to any person of the benefits of any of its educational programs or activities because of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability, or gender identity or expression, subject to the conditions and limitations established by law.

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. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

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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

Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L.110 233,
42 USC 2000ff; 34 CFR 1635

Connecticut General Statutes § 10-153. Discrimination on basis of
marital status

Connecticut Fair Employment Practices Act, Connecticut General
Statutes § 46a-60

Connecticut General Statutes § 46a-81a Discrimination on basis of
sexual orientation: Definitions

Connecticut General Statutes § 46a-81c Sexual orientation discrimination:
Employment.

Connecticut General Statutes § 10-15c Discrimination on basis of sexual
orientation

Public Act 07-245 An Act Concerning Family and Medical Leave for Municipal
Employees and the Applicability of Certain Statutory Provisions to
Civil Union Status.

Public Act 11-55 An Act Concerning Discrimination.

Revised & Adopted: 8/18/2011