

Personnel – Certified / Non-Certified

NON-DISCRIMINATION/AFFIRMATIVE ACTION: 4111.1-4211.1(a)
EQUAL EMPLOYMENT OPPORTUNITY

The District will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action, and termination) on the basis of race (including traits historically associated with race, such as hair texture and protective hairstyles), color, religion, age, gender or sex (including pregnancy, childbirth and pregnancy-related conditions), marital status, sexual orientation, national origin, alienage, ancestry, disability, genetic information, veteran status or service in the military, gender identity or expression, status as a victim of domestic violence, status as a qualified medical marijuana user in Connecticut and/or any other characteristic protected by applicable federal, state or local laws and ordinance (“Protected Class”) except in the case of a bona fide occupational qualification.

It is the policy of the District that any form of discrimination or harassment on the basis of an individual’s membership in a Protected Class is prohibited, whether by students, District employees, or third parties subject to the control of the District. The District’s prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic, and extracurricular activities, including athletics. It is also the policy of the District to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of membership in a Protected Class.

I. Definitions:

- 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, “veteran” means any person honorably discharged from, or released under honorable conditions from active service in, the United States Army, Navy, Marine Corps, Coast Guard, Air Force, and Space Force and any reserve component thereof, including the Connecticut National Guard.

Personnel – Certified / Non-Certified

NON-DISCRIMINATION/AFFIRMATIVE ACTION: 4111.1-4211.1(b)
EQUAL EMPLOYMENT OPPORTUNITY

- 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.
- For purposes of this policy, “Race” is inclusive of ethnic traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. “Protective hairstyles” includes, but is not limited to, wigs, headwraps and hairstyles such as individual braids, cornrows, locs, twists, Bantu knots, afros and afro puffs.
- For purposes of this policy “Domestic Violence” means (1) A continuous threat of present physical pain or physical injury against a family or household member, as defined in section 46b-38a; (2) stalking, including, but not limited to, stalking as described in section 53a-181d, of such family or household member; (3) a pattern of threatening, including, but not limited to, a pattern of threatening as described in section 53a-62, of such family or household member or a third party that intimidates such family or household member; or (4) coercive control of such family or household member, which is a pattern of behavior that in purpose or effect unreasonably interferes with a person's free will and personal liberty. “Coercive control” includes, but is not limited to, unreasonably engaging in any of the following: (A) Isolating the family or household member from friends, relatives or other sources of support; (B) Depriving the family or household member of basic necessities; (C) Controlling, regulating or monitoring the family or household member's movements, communications, daily behavior, finances, economic resources or access to services; (D) Compelling the family or household member by force, threat or intimidation, including, but not limited to, threats

Personnel – Certified / Non-Certified

NON-DISCRIMINATION/AFFIRMATIVE ACTION: 4111.1-4211.1(c)
EQUAL EMPLOYMENT OPPORTUNITY

based on actual or suspected immigration status, to (i) engage in conduct from which such family or household member has a right to abstain, or (ii) abstain from conduct that such family or household member has a right to pursue; (E) Committing or threatening to commit cruelty to animals that intimidates the family or household member; or (F) Forced sex acts, or threats of a sexual nature, including, but not limited to, threatened acts of sexual conduct, threats based on a person's sexuality or threats to release sexual images.

II. Complaint Procedures:

Any employee wishing to file a complaint regarding discrimination may obtain a copy of the District's complaint procedures and complaint form which are included in the District's Administrative Regulations Regarding Non-Discrimination/Personnel. If a complaint involves allegations of discrimination or harassment based on reasons such as gender/sex or disability, such complaints will be handled under other appropriate policies (e.g., Policy #4118.112, Sex Discrimination/Harassment in the Workplace; Policy #4118.14, Section 504/ADA).

Any employee also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):
Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109- 3921
(617-289-0111)
<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

Employees may also file a complaint regarding employment discrimination with the Equal Employment Opportunity Commission:
Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Personnel – Certified / Non-Certified

NON-DISCRIMINATION/AFFIRMATIVE ACTION: 4111.1-4211.1(d)
EQUAL EMPLOYMENT OPPORTUNITY

Employees may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
(800-477-5737)

Anyone who has questions or concerns about this policy, or would like a copy of the District's complaint procedures or complaint forms related to claims of discrimination, may contact the:

Executive Director of Human Resources
501 Kings Highway East, Suite 210
Fairfield, CT 06825
203-255-8462

Anyone who has questions or concerns about the District's policies regarding discrimination on the basis of gender/sex may contact the District's Title IX Coordinator:

Executive Director of Human Resources
501 Kings Highway East, Suite 210
Fairfield, CT 06825
203-255-8462

Anyone who has questions or concerns about the District's policies regarding discrimination on the basis of disability may contact the District's Section 504/ADA Coordinator:

Executive Director of Special Education and Special Programs
501 Kings Highway East, Suite 210
Fairfield, CT 06825
203-255-8379

Personnel – Certified / Non-Certified

**NON-DISCRIMINATION/AFFIRMATIVE ACTION: 4111.1-4211.1(e)
EQUAL EMPLOYMENT OPPORTUNITY**

Connecticut law requires that a formal written complaint be filed with the Commission on Human Rights and Opportunities within three hundred (300) days of the date when the alleged harassment/ discrimination occurred.

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 U.S.C. § 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 U.S.C. § 2000ff; 29 CFR 1635.1 et seq.
Connecticut General Statutes § 1-1n, “Gender Identity or Expression”
defined
Connecticut General Statutes § 10-153. Discrimination on basis of marital
status
Connecticut General States § 46a-51. Definitions
Connecticut General Statutes § 46a-58. Deprivation of Rights
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 §46b-1: Family relations matters and
domestic violence defined

Adopted 8/27/2004

Revised and Adopted 6/21/2016

Adopted 6/23/2020

Revised and Adopted 8/30/2022

Revised and Adopted 5/7/2024