

EQUAL OPPORTUNITY PLAN

The President and the Congress of the United States, and the State of Connecticut, have enacted laws and issued directives affirming their intent to protect and grant equal opportunity to all employees and students. Also the federal government and the State of Connecticut have enacted and enforced laws on equal employment and equal educational opportunities.

The Ledyard Board of Education reaffirms its policy of equal educational opportunity for all students and prohibits discrimination because of race, color, religious creed, age, marital status, national origin, sex, ancestry, present or past history of mental disorder, intellectual disability, gender identity or expression, pregnancy, or physical disability, in District educational programs and activities including, but not limited to, course offerings, athletic programs, guidance and counseling, and tests and procedures. To the maximum extent possible, an intensive affirmative action program shall be an integral part of educational policies and programs.

The Board also reaffirms its policy of equal employment opportunity for all persons and prohibits discrimination in employment because of race, color, religious creed, age, marital status, national origin, sex, ancestry, present or past history of mental disorder, intellectual disability, gender identity or expression, pregnancy, physical disability, genetic information, or status as a veteran (as defined by CGS 27-103), except in the case of a bona fide occupational qualification or need. Employment decisions shall not be influenced, affected or determined on the basis of membership in or holding of office in an employee association or union. This policy shall be relevant to every aspect of employment including, but not limited to, upgrading, demotion or transfer, recruitment and/or recruitment advertising, layoff or termination, rates of pay, other forms of compensation including fringe benefits, employment selection, or selection for training and apprenticeships, promotion or tenure.

These statements, as applicable, shall be made available to all present and future District employees and students and shall be included in District policy handbooks.

Notification

The following statement shall be used to provide the notification of non-discrimination as required by the regulations enforced by the Office of Civil Rights of the U.S. Department of Education:

“The Ledyard Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies:

Assistant Superintendent of Schools
4 Blonders Boulevard
Ledyard Connecticut 06339
Telephone No. (860) 464-9255

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References:

Connecticut General Statutes:

- Sec. 10-15c. Discrimination in public schools prohibited.
- Sec. 10-153. Discrimination on the basis of sex, gender identity or expression or marital status prohibited.
- Sec. 10-220. Duties of boards of education.
- Sec. 27-103. Definitions (for status as a veteran).
- Sec. 46a-60. Discriminatory employment practices prohibited.
(As amended by Public Act 17-127)

The Equal Pay Act of 1963

Titles VI and VII of *The Civil Rights Act of 1964*

The Age Discrimination in Employment Act of 1967 (ADEA)

Title IX of *The Educational Amendments of 1972*

Sections 501 and 505 of *The Rehabilitation Act of 1973*

The Vietnam Era Veterans' Readjustment Assistance Act of 1974

The Age Discrimination Act of 1975

The Pregnancy Discrimination Act of 1978

Titles I, II and V of *The Americans with Disabilities Act of 1990 (ADA)*

Sections 102 and 103 of *The Civil Rights Act of 1991*

The Genetic Information Nondiscrimination Act of 2008

National Labor Relations Act

Boy Scouts of America Equal Access Act

28 CFR Part 35

34 CFR Parts 100, 104, 106 and 110

Compliance Manual of the U.S. Equal Employment Opportunity Commission (EEOC)

EEOC Guidelines and Regulations

U.S. Department of Education Regulations and Policy Guidance

Policy adopted: July 6, 2005

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