

SALEM SCHOOL DISTRICT  
Salem, Connecticut

PERSONNEL – CERTIFIED/NON-CERTIFIED

EQUAL EMPLOYMENT OPPORTUNITY / DISCRIMINATION

The Salem Board of Education provides equal employment opportunities for all employees and applicants for employment. This policy means that all employment decisions are made without regard race, color, religion, creed, national origin, ancestry, sex, sexual orientation, marital status, age, physical or mental disability (including, but not limited to, intellectual disability, present or past history of mental disability, intellectual disability, learning disability or physical disability, including, but not limited to, blindness), gender identity or expression, genetic predisposition or carrier status, veteran status, or any other basis prohibited by local, state and federal laws, and provides equal access to the Boy Scouts and other designated youth groups. The Board does not discriminate on the basis of any such legally protected status in any of its educational activities or employment policies. Employment decisions include, but are not limited to, recruitment, hiring, promotion, transfer, compensation, benefits, training, layoff and termination.

The school district hires people based on their qualifications for the position being filled. Unless provided otherwise by contract, the school district's promotional decisions are based upon an employee's performance and qualifications as they relate to the new responsibilities.

Reasonable accommodations shall be available to disabled employees, where their disability affects the performance of job functions. Pre-employment inquiries shall be made only regarding an applicant's fitness for the job. Medical records shall be kept separate from other employee information and shall be treated confidentially in accordance with applicable state and federal law.

Any employee or applicant who feels there has been a violation of this policy should bring the matter to the immediate attention of the Building Principal or the District Title IX Coordinator. Any staff member or administrator who receives a complaint should bring the matter to the immediate attention of the Title IX Coordinator, unless he or she feels the Title IX Coordinator is the inappropriate person to handle the matter under the particular circumstances, in which case, it should be brought to the attention of the Superintendent of Schools. The Title IX Coordinator (District/Building) is Joseph Onofrio II, Superintendent (860-892-1223). The address is Salem School, 200 Hartford Road, Salem, CT, 06420.

The Title IX Coordinator (or Superintendent or designee) shall have responsibility for coordinating compliance with this policy and investigating, or supervising the investigation of complaints.

(cf. 4111 – Recruitment and Selection)

Legal References: Connecticut General Statutes: §46a-60(a) Discriminatory Employment Practices). 4a-60 Nondiscrimination and affirmative action provisions in contracts of the state and political subdivisions rather than municipalities. 4a-60a Contracts of the state and political subdivision, other than municipalities, to contain provisions re: nondiscrimination on the basis of sexual orientation. 10-153 Discrimination Based on Marital Status. 46a-81a Discrimination on the basis of sexual orientation. PA 11-55 An Act Concerning Discrimination. Title VII, Civil Rights Act 42 U.S.C. 2000e, et. seq. The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212. Title II of the General Information Nondiscrimination Act of 2008.

Policy Adopted: August 16, 2004  
Revised Policy 1<sup>st</sup> Reading: December 5, 2011

Revised Policy Adopted: January 9, 2012