

Non-Discrimination

4000.

Protected Class Discrimination Prohibited:

The Meriden Board of Education (the "Board") will not make employment decisions, including but not limited to hiring, promotion, discipline, or termination, on the basis of race, sex, religion, national origin, or ancestry, except where such decisions are based on bona fide occupational requirements or are necessary to the normal operation of the Board.

Discrimination on the Basis of Erased Criminal History Prohibited:

The Board will not discriminate against any employee or applicant for employment on the basis of erased criminal history.

Retaliation Prohibited:

The Board prohibits reprisals or retaliation against any individual who reports incidents in good faith.

Discrimination on the Basis of Protected Class Association Prohibited:

Discrimination and/or harassment against any individual on the basis of their membership in a Protected Class is prohibited by this policy.

Scope and Applicability:

Students, Board Employees, Board members, and community members (as well as other individuals) who are employed by the Board are covered by this policy.

Definitions:

The following definitions apply for purposes of this policy:

1. Discrimination

It is illegal for an employer to treat employees differently on the basis of membership in a Protected Class.

1. Harassment

Harassment is a form of Protected Class discrimination that is prohibited by law and by this policy.

The following are examples of the types of prohibited conduct that may be considered harassment:

- objectively offensive racial, ethnic, or religious epithets (or epithets commonly associated with any Protected Class membership, including but not limited to epithets relating to sex, sexual orientation, and/or gender identity or expression);
- other words or phrases commonly considered demeaning or degrading on the basis of Protected Class membership;
- display of images or symbols commonly associated with discrimination against individuals on the basis of their membership in a Protected Class;
- graphic, written or electronic communications that are harmful or humiliating based on Protected Class membership;
- bigoted conduct or communications; or
- physical, written, electronic or verbal threats based on Protected Class membership.

Harassment does not have to involve intent to harm, be directed toward a specific person, or

2. prevent its recurrence, and
3. address its effects on the complainant and any other affected individuals.

Examples of appropriate action may include, but are not limited to:

1. In the case of a student respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, discipline (including but not limited to suspension and/or expulsion), educational interventions, exclusion from extra-curricular activities and/or sports programs, and/or referral to appropriate state or local agencies;
2. In the case of an employee respondent, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, supervisor notification, discipline (including possible termination of employment), training, and/or referral to appropriate state or local agencies;
3. In the case of respondent who is otherwise associated with the school community, interventions for the individual who engaged in the discrimination/harassment may include, but are not limited to, exclusion from school property and/or activities and/or referral to appropriate state or local agencies;
4. Follow-up inquiries with the complainant and witnesses to ensure that the discriminatory/harassing conduct has stopped and that they have not experienced any retaliation;
5. Supports for the complainant; and
6. Training or other interventions for the larger school community designed to ensure that students, staff, parents, Board members and other individuals within the school community understand the types of behavior that constitute discrimination/harassment, that the District does not tolerate it, and how to report it.

Reporting to State and Federal Agencies:

~~In addition~~ to reporting to the Board, any employee also may file a complaint with the following Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Washington DC Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-1475
202 453-6020)

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

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)

Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835

(860-541-3400 or Connecticut Toll Free Number 1-800-477-5737)

Questions/Requests for Accommodation:

Any employee who:

- 1. has questions or concerns about this policy or its accompanying regulations;
- 2. wishes to request or discuss accommodations based on religion; OR
- 3. would like a copy the Board’s complaint procedures or complaint forms related to claims of discrimination or harassment

should contact the following District official:

~~The Office of Multilingual Education, Equity, and Construction~~ Meriden Public Schools, 22

Any employee who has questions or concerns about the Board’s policies regarding discrimination

~~The Office of Multilingual Education, Equity, and Construction~~ Meriden Public Schools, 22

Any employee who:

- 1. has specific questions or concerns about the Board’s policies regarding discrimination on the basis of disability applicable to employees; OR
- 2. wishes to request an accommodation on the basis of disability

should contact the District’s Section 504/ADA Coordinator:

~~The Office of Multilingual Education, Equity, and Construction~~ Meriden Public Schools, 22

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 et seq.
- Americans with Disabilities Act, 42 U.S.C. § 12101
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
- ~~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.
- Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
- Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.
- Connecticut General Statutes § 1-1n, “Gender Identity or Expression” defined
- Connecticut General Statutes § 10-153, Discrimination on the basis of sex, gender or expression
- Connecticut General Statutes § 27-103
- Connecticut General Statutes § 31-51i
- Connecticut General Statutes § 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-80a
- Connecticut General Statutes § 46a-81c, Sexual orientation discrimination: Employment
- Connecticut General Statutes § 46b-1, Family relations matters and domestic violence defined
- Public Act No. 25-139, “An Act Concerning Human Trafficking and Sexual Assault Victims”

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