

NON-DISCRIMINATION

The conditions or privileges of employment in this organization, including the wages, hours, terms, and benefits shall be applied without regard to race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, disability (including, but not limited to, intellectual disability, past or present history of mental disability, physical disability or learning disability), genetic information, gender identity or expression or any other basis prohibited by Connecticut state and/or federal laws except in the case of a bona fide occupational qualification or need.

Neither the board nor any employee nor any other person may aid or compel the performance of an unfair practice as defined by law.

No employee, employee association representative, member of any employee organization, or any other participant in a grievance procedure shall suffer reprisals in any way or suffer any professional disadvantage by reason of his/her being opposed to any unfair employment practice or because of his/her participation in the processing of any grievance.

The Executive Director will provide procedures for addressing alleged violations of this policy. In the case of conflict between such procedures and any provisions of employee organization agreements, the latter shall prevail.

Legal Reference: Connecticut General Statutes

10-153 Discrimination on the basis of sex, gender identity or expression or marital status prohibited.
46a-60 et seq., Connecticut Fair Employment Practices Act

Federal Law

Title VII of the Civil Rights Act 1964, 42 U.S.C. 2000e-2 et seq.
Equal Pay Act, 29 U.S.C. 206 (d).
Age Discrimination in Employment Act, 29 U.S.C. 621 et seq.
Americans With Disabilities Act, 42 U.S.C. 12101 et seq.
Genetic Information Nondiscrimination Act, 42 U.S.C. 2000ff et seq.
Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. 4301 et seq.
Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).

Cross Reference: Policy #4118.2/4218.2 Sexual Harassment

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