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## **Personnel -- Certified/Non-Certified**

### **Affirmative Action: Recruitment and Selection**

Consistent with the mandates of Federal Law and state statutes it shall be the policy of the Stafford Board of Education not to permit unlawful discrimination on the basis of race, color, religion, age, sex, sexual orientation, marital status, physical disability or national origin in establishing and implementing hiring and employment practices and in establishing and providing educational programs and activities.

No advertisement of employment opportunities may by intent or design restrict employment based upon discrimination as defined by law.

Legal Reference: Connecticut General Statutes

[10](#)-153 Discrimination on account of marital status.

[46a](#)-60 Discriminatory employment practices prohibited.

Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

PA 91-58 An act concerning discrimination on the basis of sexual orientation.

Policy adopted: November 14, 2005

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### **Affirmative Action: Recruitment and Selection**

In order to ensure continued implementation of the policy pertaining to non-discrimination, the Superintendent of Schools shall supervise and coordinate the conduct of an evaluation of all existing employment and educational programs and practices.

Complaints alleging unlawful discrimination of the above shall be filed in writing with the Superintendent of Schools who shall himself/herself, or through a designee, investigate the complaint and render a decision in writing within thirty (30) days.

If the complainant is not satisfied with the decision of the Superintendent of Schools, the complainant may appeal to the Board of Education within ten (10) days of receipt of the decision of the Superintendent.

Such an appeal shall be filed in writing with the Superintendent of Schools in his/her capacity as the Executive Agent of the Board of Education.

The Board of Education shall cause the complaint to be investigated and, if it deems necessary, hold a hearing to gather additional information.

The Board of Education shall render a decision on any such appeal, in writing, within twenty (20) days of its being filed, or if a hearing should be held, within twenty (20) days of the conclusion of such hearing.

Regulation approved: November 14, 2005