

The Board of Education, its officers, and employees shall not discriminate against any employee or applicant for employment on the basis of race, color, national origin, creed, religion, marital status, military status, veteran status, sex, age, disability, sexual orientation, predisposing genetic characteristics, domestic violence victim status or other legally protected status.

This policy of nondiscrimination includes recruitment and appointment of employees, and employment pay and benefits.

The Board believes it to be in the interest of both students and the public to have a staff which is highly qualified and effective in performing the duties assigned to them, and which contains a healthy diversity of personal backgrounds.

The Superintendent of Schools shall ensure that applicants for open positions in either the administrative, instructional or support staff of the district, are actively sought from members of any minority group which is underrepresented in that staff.

Candidates for open positions, as well as for promotion and transfer, will be evaluated on the basis of education, experience and ability, to determine fitness to perform the duties of the position.

At no time will any candidate for employment, a current employee or former employees suffer any adverse action, or be granted any benefit, for any reason other than personal merit or conduct, or in violation of any law or regulation.

Any person noting or suspecting a violation of this policy is encouraged to bring the matter to the attention of the Superintendent or the Board.

Cross-ref: 0100, Equal Opportunity
5020.3, Students with Disabilities Pursuant to Section 504

Ref: 42 U.S.C. §§2000e-2000e-17
29 U.S.C. §206
Americans with Disabilities Act of 1990, Title I, 42 U.S.C. §§12111-12117
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Executive Order 11246, as amended by E.O. 11375
Executive Order 11296
Executive Law §296
Equal Pay Act, as amended by the Education Amendments of 1972
New York State Constitution Article I §11
Genetic Information Nondiscrimination Act of 2008
Executive Law §290 et seq. (New York State Human Rights Law);
Education Law §3201-a
The Uniformed Services Employment and Reemployment Rights Act (USERRA)

Adoption date: May 27, 1997
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