

**NONDISCRIMINATION**

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, age, marital status, national origin, sex, ancestry, residence, present or past history of mental disorder, mental retardation, pregnancy, gender identity or expression or physical disability, 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.

**DISCIPLINE**

No employee will be disciplined, reprimanded, reduced in rank, or deprived of any professional advantage without just cause and due process.

**GRIEVANCES**

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 alleged violations of Board policies, of administrative regulations, of unfair employment practices, and operations in general when not otherwise covered in employee organization agreements.

Legal Reference: Connecticut General Statutes

10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal.

10-153 Discrimination on account of marital status.

10-555f Residency requirement prohibited.

461-60 Unfair employment practices prohibited. (as amended by P.A 80-285)

Cross Reference: Policy #4118.2/4218.2 Sexual Harassment

Policy adopted: December 12, 1990

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