

## Administration

### Equal Employment Opportunity

Personnel policies and practices of the Board will be in accordance with equal employment opportunity practices as determined by state and federal legislation. Equal employment opportunity provides equal employment possibilities to all protected groups and that no individual will be discriminated against because of race, gender, color, religion, national origin, age, sex, sexual orientation, disability, or unrelated abilities to perform the duties of the position. A job description and required qualifications for a position to be filled will be made available to all applicants.

Staff and students benefit greatly by having exposure to a diverse staff. The Board believes in the importance of staff balance and representation, within each employee group, of a cross-section of employees of different gender, racial and ethnic backgrounds, and length of administrative and teaching experience.

Legal References: Title VII of the Civil Rights Act of 1964, 42 U.S.C., sub 2000e.  
 Age Discrimination in Employment Act, 29 U.S.C. Sec 621.  
 Executive Order 11246.  
 Connecticut General Statutes  
 Connecticut Constitution Article I, Section 20; Amendment V Equal Rights Protection Amendment.  
 46a-51 (8), (17), (18) Discriminatory practices.  
 46a-58(a) Deprivation of rights.  
 46a-60 Discriminatory employment practices prohibited.  
 46a-79 State policy re employment of criminal offenders.  
 46a-80 Denial of employment based on prior conviction of crime.  
 46a-81a Discrimination on the basis of sexual orientation.  
 10-153 Discrimination on account of marital status.

Policy adopted: April 12, 2004

EAST GRANBY PUBLIC SCHOOLS  
 East Granby, Connecticut