

ENFIELD PUBLIC SCHOOLS
Enfield, Connecticut

Personnel – Certified/Non-Certified

4111.1

Recruitment and Selection

Equal Employment Opportunity

The Enfield Board of Education provides equal employment opportunities based solely on job-related skills, ability, and merit. Applicants and employees are to be treated without regard to any race, color, religious creed, age marital or civil union status, national origin, ancestry, gender identity, physical or intellectual disability or sexual orientation. This policy includes but is not limited to recruitment, recruitment advertising, employment, pay rates and other compensation, selection for training, transfer, promotion, demotion, layoff, recall from layoff, or termination.

Affirmative Action

State and Federal requirements mandate exceptions to the above in regard to treatment of minorities. The Board expects the Superintendent to comply with all Affirmative Action laws and regulations applicable to the school district. This includes a serious attempt to recruit applicants from minority populations.

The Superintendent will designate the appropriate administrator(s) to direct and oversee ongoing affirmative action efforts, including appropriate notification to all school district employees in applicable requirements and procedures. The Superintendent or designee will ensure that any employees or applicant filing a complaint or assisting in an investigation are protected from coercion, interference, or discrimination as provided by applicable State and Federal regulations.

The Superintendent or designee shall draft appropriate administrative regulations and shall make a comprehensive annual report to the Board highlighting the administrations' Affirmative Action efforts and results.

Legal Reference: Connecticut General Statutes
 4a-60 Nondiscrimination and affirmative action provisions in contracts of
 the state and political subdivisions rather than municipalities
 4a-60a Contracts of the state and political subdivisions, other than
 municipalities, to contain provisions re nondiscrimination on the basis of
 sexual orientation
 10-153 Discrimination on account of marital status.
 46a-60 Discriminatory employment practices prohibited.
 46a-81a Discrimination on the basis of sexual orientation
 Title VII, Civil Rights Act U.S.C. 2000e, et. seq.
 The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as
 amended, 38 U.S.C. §4212
 Title II of the Genetic Information Nondiscrimination Act of 2008

Policy Adopted: January 8, 2019