

**Affirmative Action**

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 Rehabilitation Act of 1973, it is the policy of the Waterbury Department of Education not to discriminate on the basis of race, color, creed, national origin,, sex, sexual orientation or disability of its educational programs, activities or employment policies and practices.

The following Affirmative Action Policy was adopted by the Board of Education on May 14, 1990, as required by the State Department of Education:

The Connecticut State Board of Education recognizes its responsibility to the principles of affirmative action and equal employment opportunity and is committed to ensuring that these principles are carried out by the Department of Education with conviction and effort. The Board further recognizes that the purpose of this nation's commitment to affirmative action is to overcome the present effects of past discrimination. Therefore, a detailed, result oriented program must be implemented in order to combat such discrimination and achieve affirmative action.

Equal employment opportunity means showing neutrality with regard to the race, color, sex, sexual orientation, national origin, ancestry, religion, age, physical disability, mental retardation, marital status, present or past history of mental disorder or criminal record of employees and applicants (hereafter called protected groups) in an employment decision or context. Ensuring equal employment opportunity is essential; however, it is not enough in and of itself to guarantee the full and fair employment of minorities, women and the handicapped. For this reason, affirmative action is necessary, in that it requires the Department to make every possible effort, going above and beyond the normal practice, in order to correct any imbalances in the work force.

This Policy Statement is based on both the spirit and the letter of the state and federal antidiscrimination laws, regulations and executive orders. An attachment is enclosed which provides a list of antidiscrimination statutes which mandate and regulate the development of our program.

In accordance with the attached legal requirements listed above, every member of the State Board of Education and the Department of Education will recognize and share in the responsibility to implement this policy in all aspects of the employment process including recruitment, selection, assignment, compensation, promotion and upgrading, training, educational assistance, transfer, discipline, termination, layoff and recall, and all other terms, conditions and privileges of employment. The Affirmative Action staff, monitors all activity undertaken in these areas and takes reasonable action in relation to any problems disclosed, such as recommending policies and procedures which will eliminate actual or potential problems, establishing goals and timetables or other appropriate employment tools which recognize the race, sex, or national origin of employees and applicants for employment.

**Affirmative Action, continued**

On behalf of the State Board of Education, the Department of Education staff recognizes its obligation to ensure that no person shall be excluded from participation in, denied the benefits of, or otherwise discriminated against under any program because of his/her race, color, sex, sexual orientation, marital status, religion, age, national origin, ancestry, disability or past or present history of mental disorder or mental retardation. Additionally, we will not knowingly use the services of, patronize, nor otherwise deal with any business, contractor, subcontractor, or agency that engages in acts of unlawful discrimination. We are committed to recognizing the hiring difficulties experienced by the physically disabled and by many older persons. Program goals and timetables will be established to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of the physically disabled and older persons in the work force.

Finally, sexual harassment as another form of sex discrimination will not be tolerated in any workplace overseen by the State Board of Education. Sexual harassment is a violation of Section 703 of Title VII of the Civil Rights Act and Section 46a-60(8) of the Connecticut General Statutes. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment shall constitute grounds for disciplinary action.

This Policy Statement establishes affirmative action and equal employment opportunity as immediate and necessary Department objectives.

Legal Reference: Connecticut General Statutes

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 42 U.S.C. 2000e, et seq.