

AFFIRMATIVE ACTION

Policy Statement

The Trumbull Board of Education will continue to take Affirmative Action to ensure that no persons are discriminated against in its employment on the basis of race, color, religious creed, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including but not limited to, present or past history of mental disability, intellectual disability, learning disability or physical disability, including but not limited to, blindness), genetic information, or any other basis prohibited by Connecticut State and/or Federal nondiscrimination laws.

The Trumbull Board of Education recognizes that ensuring Equal Employment Opportunity is essential; however, it is not enough to guarantee the full and fair employment of minorities and other protected classes. Therefore, Affirmative Action is necessary because it requires the Trumbull Board of Education to make every reasonable effort to correct any major imbalances in its workforce. Special efforts will continue to be taken to ensure that full consideration has been given to all qualified minority and female employees and applicants.

This Policy Statement is based on both the spirit and the letter of state and federal anti-discrimination laws, regulations, and executive orders. Accordingly, care is taken to ensure that no person shall be excluded from participation in, be denied the benefits of, or otherwise be unlawfully discriminated against in any of its programs because of minority status as exemplified in paragraph one. The Trumbull Board of Education will not knowingly use the services of, patronize, or otherwise deal with any business, contractor, subcontractor or agency that engages in acts of unlawful discrimination.

Adopted: 11/03/99

Approved Revisions: 04/29/03, 02/10/04
09/18/07, 9/1/15

NOTE: **Title VI** (Civil Rights Act of 1964 prohibits discrimination based on race, color or national origin)
Title IX (Education Amendments of 1972 prohibits discrimination in education programs or activities)
United States Department of Education Office of Civil Rights
Genetic Information Non-Discrimination Act of 2008 (prohibits discrimination based on genetic information)
For appropriate person to contact, please refer to attached appendix.

References

- Guideline issued by the Equal Employment Opportunity Commission under Title VII
- Title VI of the Civil Rights Act of 1964
- Section 46a-60, Discriminatory Employment Practices Prohibited, General Statutes Connecticut as amended.
- Section 504 of the Rehabilitation Act of 1973.
- Title IX of the Educational Amendments of 1972.
- Genetic Information Non-Discrimination Act of 2008
- P.L.97-35 Section 558 (c) (d) & 34 CFR 22.60

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APPENDIX A

Title VI issues (Civil Rights Act of 1964 prohibits discrimination based on race, color, or national origin) can be reported to the Assistant Superintendent, who will serve as the District's Title VI coordinator, at (203) 452-4348, Trumbull Public Schools, 6254 Main Street, Trumbull, CT 06611.

Title IX issues (Education Amendments of 1972 prohibits discrimination based on sex in education programs or activities) can be reported to the Assistant Superintendent, who will serve as the District's Title IX coordinator, at (203) 452-4348, Trumbull Public Schools, 6254 Main Street, Trumbull, CT 06611.

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5 Post Office Square, 8th Floor
Boston, MA 02109-3921
Telephone (617) 289-0111
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