

Personnel - Certified/Non-Certified

Nondiscrimination

The Board of Education will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, veteran status, sex, marital status, sexual orientation, national origin, ancestry, disability, pregnancy, genetic information, or gender identity or expression, except in the case of a bona fide occupational qualification.

It is the policy of the Board of Education that any form of discrimination or harassment on the basis of race, religion, color, national origin, ancestry, sex, sexual orientation, marital status, age, disability, pregnancy, genetic information, gender identity or expression, status as a Veteran, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board. The Board's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics. It is also the policy of the Board of Education to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, veteran status, sex, sexual orientation, marital status, national origin, disability (including pregnancy), or gender identity or expression.

For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

For purposes of this policy, "veteran" means any person honorably discharged from, or released under honorable conditions from active services in the U.S. Army, Navy, Marine Corps, Coast Guard and Air Force and any reserve component thereof, including the Connecticut National Guard.

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Nondiscrimination (continued)

Lactation Accommodation (Mother Friendly Workplace)

The District recognizes that a normal and important role for mothers is to have the option and ability to provide for their children by breast-feeding or expressing milk in the workplace. Any employee may, at her discretion, express breast milk or breastfeed on site at her workplace during her meal or break period. The Board directs the Superintendent or his/her designee to take measures to ensure that all district employees shall be provided with an adequate and private location for the expression of milk or breast-feeding.

The location for the expression of milk or breast-feeding shall not be a public restroom or toilet stall. The location designated shall be an accessible, private space with a lock, such as an office space, classroom, outfitted storage area or conference room. The space shall be respectfully outfitted with an electrical outlet, a chair, a small table, a sign-up sheet, a sign posting the room as “private during use” and a curtain or other appropriate partition in the event the space is a shared storage area.

The employee will work with her supervisor to maximize flexibility to ensure that adequate time is allowed for this activity. Prior to returning to work from maternity leave, it shall be the employee’s responsibility to notify her supervisor of her intent to continue breast-feeding her infant and/or of her need to express milk during work hours. Further, it shall be the responsibility of the employee to keep her supervisor informed of her needs in this regard throughout the period of lactation. Time allowed for this activity shall be flexible but is not to exceed the normal time allowed for meals and/or breaks.

The following persons have been designated to handle inquiries regarding the Board’s non-discrimination policies:

The Board’s Title IX Coordinator is:

Marco Gaylord
Director of Operations
311 Hunting Hill Avenue
Middletown, CT 06457
Telephone 860-638-1485

The Board’s Section 504 Coordinator (for Students) is:

Amy Clarke
Director of Pupil Services
311 Hunting Hill Avenue
Middletown, CT 06457
Telephone 860-638-1428

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Nondiscrimination (continued)

The Board's Section ADA Coordinator (for Employees) is:

Michele DiMauro
Manager of Human Resources
311 Hunting Hill Avenue
Middletown, CT 06457
Telephone 860-638-1446

Legal References:

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*
Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*
Title IX of the Education Amendments of 1972, 20 USCS § 1681, *et seq.*
Age Discrimination in Employment Act, 29 U.S.C. § 621
Americans with Disabilities Act, 42 U.S.C. § 12101
Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794
Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L. 110
233, 42 USC 2000ff; 34 CFR 1635
Connecticut General Statutes:
4a-60 Nondiscrimination and affirmative action provisions in contracts of the
state and political subdivisions rather than municipalities.
P.A. 17-118 An Act Concerning Pregnant Women in the Workplace.
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.
34 CFR Section 106.8(b), OCR Guidelines for Title IX.
Equal Employment Opportunity Commission Guidance on Pregnancy
Discrimination and Related Issues. (July 14, 2014)
ADA Amendments Act of 2008, P.L. 110-325.
The Fair Labor Standards Act (FLSA), 29 U.S.C. 207 (as amended by The
Patient Protection and Affordable Care Act, P.L. 11-148)
*Young v. United Parcel Service, No. 12-1226, 707 F.3d 437, 446, 450 (4th
Cir)*
10-153 Discrimination on basis of marital status
31-40w Breastfeeding in the workplace.
46a-51 Definitions (as amended by PA 17-127)
46a-58 Deprivation of rights. Desecration of property. Placing of burning
cross or noose on property. Penalty. (as amended by PA 17-127)

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Nondiscrimination (continued)

Legal References: (continued)

46a-60 Connecticut Fair Employment Practices Act (as amended by
PA 17-127)
46a-81a Discrimination on basis of sexual orientation: Definitions
46a-81c Sexual orientation discrimination: Employment.
Public Act 11-55, An Act Concerning Discrimination.

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MIDDLETOWN PUBLIC SCHOOLS
Middletown, Connecticut