

THE SCHOOL DISTRICT OF TORRINGTON, CONNECTICUT

Affirmative Action

Statement

The Torrington 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 school district 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.

The Board of Education subscribes to the fullest extent to the principles of the dignity of all people and of their labors. It also recognizes that it is both culturally and educationally sound to have persons of diverse backgrounds on the school district's staff.

Therefore, the district shall promote and provide for equal opportunity in recruitment, selection, promotion and dismissal of all personnel. Total commitment on the part of the district towards equal employment opportunity shall apply to all people without regard to race, color, religion, national origin, marital status, sex, age or handicap.

Every available opportunity shall be taken to insure that the district does not discriminate in the area of employment including job advertising, pre-employment requirements, recruitment, compensation, fringe benefits, job classifications, promotion, and termination.

Legal Reference:

Title IX of the Education Amendments of 1972, 20 U.S.C.&1681
Fair Labor Standards Act, 29 U.S.C.&201 et seq.
Age Discrimination in Employment Act of 1975, as amended, 29 U.S.C.&621 et seq.
29 U.S.C.&701 et seq. (Section 504 of the Rehabilitation Act of 1973)
Americans with Disabilities Act, 42 U.S.C.&1201 et seq.
Title VI of the Civil Rights Act of 1964, 42 U.S.C.&2000d
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C.&2000e
Cross Refs: AC, Nondiscrimination/Equal Opportunity
ACA, Nondiscrimination on the Basis of Sex
ACE, Nondiscrimination on the Basis of Handicap/Disability