

WEST HARTFORD PUBLIC SCHOOLS

**POLICY 4010**

**Personnel – Certified/Non-Certified**

**Affirmative Action**

It is the commitment of the West Hartford Board of Education that all persons be provided equal employment opportunities and conditions, regardless of race, color, sex, sexual orientation, gender identification or expression, age, religion, ancestry, marital status, national origin, or disability except in the case of a bona fide occupational qualification or need.

Further, the District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.

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  
Affirmative Action Plan – West Hartford Public Schools  
Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

Adopted: December 7, 1987  
Revised: June 4, 2013  
Revised: April 19, 2016