Monroe 2-Orleans BOCES Policy
Series 5000 – Personnel
Policy #5120 – EQUAL EMPLOYMENT OPPORTUNITY/I-9s/NON-DISCRIMINATION

The Board will provide equal opportunity in employment for all qualified persons and will promote equal employment opportunity through a positive, continuing program for the BOCES as a whole and for each constituent department of this BOCES.

In the process of applying, hiring, recruiting, promoting, retaining and/or separating of service, the BOCES shall not discriminate against an individual on the basis of, including but not limited to: age, sex, gender, race, religion, color, hair style, national origin, disability, creed, marital status, veteran status, military status, sexual orientation, prior criminal offense, domestic violence victim status, gender identity, gender expression, or genetic status.

The BOCES will comply with all applicable laws and regulations pertaining to civil rights under the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973. The Board will annually appoint two Civil Rights Compliance Officers (one of each gender) to handle civil rights complaints made by an employee, applicant, visitor and/or vendor. The Civil Rights Compliance Officers will also serve as the Title IX Officer. Policy 6463 outlines the procedures to follow in the event of a Title IX complaint. For all other complaints, the procedure in Regulation 5121 will be followed.

All newly hired employees will be required to complete the Employment Eligibility Verification Form (Form I-9) and present documents that establish both their identity and eligibility to work in the United States.

Employees may file a grievance due to alleged discrimination in one of the above protected categories following the grievance procedure outlined in Regulation 5121.

References:

Title VII of the Civil Rights Act of 1964, 42 United States Code Section 2000-e et seq. - Prohibits discrimination on the basis of race, color, religion, sex or national origin.

Title VI of the Civil Rights Act of 1964, 42 United States Code Section 2000-d et seq. - Prohibits discrimination on the basis of race, color or national origin.

Section 504 of the Rehabilitation Act of 1973 29 United States Code Section 794 et seq.

The Americans with Disabilities Act, 42 United States Code Section 12101et seq. - Prohibits discrimination on the basis of disability.

Title IX of the Education Amendments of 1972, 20 United States Code Section 1681 et seq. - Prohibits discrimination on the basis of sex.

New York State Executive Law Section 290 et seq. - Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, disability, marital status, sexual orientation, military status or veteran status, or domestic violence victim status.

Monroe 2-Orleans BOCES Policy
Series 5000 – Personnel
Policy #5120 – EQUAL EMPLOYMENT OPPORTUNITY/I-9s/NON-DISCRIMINATION

Age Discrimination in Employment Act, 29 United States Code Section 621

Military Law Sections 242 and 243

Policy References:
Refer also to Policy 6463 – Title IX and Sex Discrimination.

Adopted: 7/13/1999
Revised: 3/17/2010
Reviewed: 10/19/2011
Revised: 9/17/2014
Revised: 8/19/2015
Revised: 9/20/2017
Revised: 9/16/2020
Revised: 9/27/2023
Revised: 10/14/2026