

Monroe 2-Orleans BOCES Policy
Series 5000 – Personnel
Policy #5120 – EQUAL EMPLOYMENT OPPORTUNITY

The Board, in recognition of its educational mission, its social concern, its responsibility for the personal development of individuals, and its concern for the rights of the individual, does hereby express and establish this Policy of Equal Employment Opportunity.

It is the policy of the Board to provide equal opportunity in employment for all qualified persons and to promote the full realization of equal employment opportunity through a positive, continuing program for the BOCES as a whole and for each constituent division of this BOCES.

In hiring, discharging or recruiting, the BOCES shall not discriminate against an individual on the basis of, including but not limited to: age, sex, race, religion, color, 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.

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

Administration shall establish grievance procedures that provide for the prompt and equitable resolution of complaints alleging discrimination. Those intending to file a grievance due to alleged discrimination must follow the grievance procedure outlined in Regulation 5170.

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 12101 et 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.

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

Military Law Sections 242 and 243

Policy References:

Refer also to Policy #1440 -- Non-Discrimination.

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

Regulation #5170 -- Complaints and grievances by employees.

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