

## **GREENBURGH ELEVEN UFSD**

### **POLICY #9110**

#### **EQUAL EMPLOYMENT OPPORTUNITIES**

It is the goal of the District to have a staff whose members are highly qualified and effective in performing the duties assigned to them, and who reflect, as a whole, a diversity of personal backgrounds.

Candidates for open positions, as well as for promotion and transfer, will be evaluated on the basis of merit.

No candidate for employment, current employee or former employee shall suffer any adverse action, or be granted any benefit, for any reason other than personal merit or conduct, or in violation of any law or regulation.

No employee or applicant for employment shall be subject to illegal discrimination on the basis of race, color, creed, sex, sexual orientation, national origin, religion, age, marital status, disability, veteran status, or any other personal characteristic as prohibited by law.

Any person noting or suspecting a violation of this policy is encouraged to bring the matter to the attention of the Superintendent or Assistant Superintendent of Schools. Persons who make such complaints or who participate in the investigation of a complaint in conformity with law and District procedures, and who have acted reasonably and in good faith, shall be free from retaliation of any kind.

The Superintendent of Schools shall establish and publish procedures to implement this policy.

With reference to sex discrimination in particular, the Board of Education shall designate a Title IX Officer who shall be responsible to coordinate the District's responsibilities under Title IX of the Education Amendments of 1972, which prohibits sex discrimination in education programs and activities, including sexual harassment. The Superintendent of Schools shall notify all employees of the name, office address and telephone number of this officer and shall establish and publish grievance procedures that provide for prompt investigation and equitable resolution of complaints of Title IX violations.

Legal References: U.S. Constitution

New York State Constitution

Americans with Disabilities Act, 42 U.S.C. 12131 Civil Rights

Act of 1964, 42 U.S.C. § 2000-d Rehabilitation Act of 1973, §  
504, 29 U.S.C. §794

Educational Amendments of 1972, Title IX, 20 U.S.C. § 1681 Education  
Law, §§ 3201, 3201-a; 4402

Human Rights Law, Executive Law, § 291, 296

Revised and Adopted: June 10, 2015

Readopted: July 9, 2015

Readopted: July 11, 2016

Readopted: July 13, 2017

Readopted: July 11, 2018