

**Equal Employment Opportunity/Affirmative Action policy**

It has always been the policy and will continue to be the strong commitment of the Stratford Board of Education and all contractors and subcontractors who do business with the Stratford Board of Education to provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability, and merit. The Stratford Board of Education will continue to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, age, gender, sexual orientation, national origin, ancestry or disability. The Stratford Board of Education will also ensure equal treatment in upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation and selection for training. The Stratford Board of Education, its contractors and subcontractors, will continue to make good faith efforts to comply with all federal and state laws and policies which speak to Equal Employment Opportunity and Affirmative Action.

Equal Employment Opportunity is essential, but is not enough to guarantee the full and fair employment of minorities and other protected classes. Therefore, Affirmative Action is necessary. Affirmative Action involves taking active measures to address and rectify the under-utilization of minorities and other protected classes in the work force.

This Affirmative Action Policy Statement reaffirms the Stratford Board of Education's commitment to the principles of Equal Employment Opportunity and its goal of increasing a diversity of staff members by actively seeking candidates from minority groups and other protected classes in all areas of employment.

Legal Reference:

C.G.S. 10-153 Discrimination on account of marital status.  
C.G.S. 46a-60 Discriminatory employment practices prohibited.  
C.G.S. 46a-81a Discrimination on the basis of sexual orientation  
Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.