

# Board Policy

## Equal Employment Opportunity

It is the policy of the Board to provide equal opportunities for all people in recruiting, hiring, compensation, benefits, transfer assignments, training, promotions, terminations, social and recreational programs, and any other benefits and rights of employment without regard to race, color, religion, creed, national origin, ancestry, disability that can reasonably be accommodated without undue hardship, sex (unless gender is a bona fide occupational qualification), sexual orientation, gender identity or expression, transgender status, pregnancy, marital status, age, military or veteran status, domestic violence victim status, genetic predisposition or carrier status, or any other characteristic protected by Federal, State, or local law.

The Board also specifically acknowledges the interests of employees diagnosed as having a blood-borne disease (including, but not limited to, Hepatitis B (HBV) and Human Immunodeficiency Virus (HIV)) in continuing their employment. Accordingly, it is the policy of the Board that no ESBOCES employee shall be prevented from continuing his or her employment solely based on such information.

Further, it is the policy of ESBOCES to maintain a working environment that is free from discrimination and intimidation as outlined in Board Policy 5121 – Harassment Prohibition (Personnel), and to prohibit retaliation against any individuals because they have reported discrimination or harassment, or because they have participated in an investigation of such a report.

### Notification

A statement of the Board's commitment to equal employment opportunity will be incorporated into all applicable employment related forms, advertisements, and notices to recruitment sources, and will be posted appropriately at the ESBOCES facilities. Administration shall take appropriate steps to educate the ESBOCES community as to the requirements of this policy and the mechanisms available for complaining that there has been a violation of this policy.

### Violations

Violations of this policy will not be tolerated and shall be reported to the Department of Human Resources at the James Hines Administration Center, 201 Sunrise Highway, Patchogue, NY 11772 or by calling (631) 687-3005. In cases where the Department of Human Resources is alleged to be in violation, concerns should be reported directly to District Superintendent or Chief Operating Officer. Complaints of sex discrimination and sex-based harassment are addressed by the ESBOCES' Title IX grievance procedure, and will also be addressed by other ESBOCES policies if the conduct is not a violation of Title IX. Anyone found in violation of this policy will be subject to disciplinary action that may include termination of employment. Frivolous or bad faith complaints may result in disciplinary action against the individual who filed such a complaint, or who deliberately gave false information during the investigation of a complaint.

### References:

- Civil Rights Act of 1964 as amended
- Age Discrimination in Employment Act
- Americans with Disabilities Act
- Section 504 of the Rehabilitation Act of 1973

- Title IX of the Education Amendments of 1972
- NYS Human Rights Law
- Board Policy 5121 – Harassment Prohibition (Personnel)

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