

# **STAMFORD ACADEMY CHARTER SCHOOL**

Stamford, Connecticut

## **Governing Board Policies**

Personnel

Policy Number: 4010

### **NON-DISCRIMINATION**

Stamford Academy will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, ancestry, disability (including pregnancy), genetic information, or gender identity or expression, except in the case of a bona fide occupational qualification.

It is the policy of Stamford Academy that any form of discrimination or harassment on the basis of race, religion, color, national origin, sex, sexual orientation, marital status, age, disability (including pregnancy), genetic information, gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, school employees or third parties subject to the control of the school. Stamford Academy's prohibition of discrimination or harassment in its educational programs or activities expressly extends to academic, nonacademic and extracurricular activities, including athletics. It is also the policy of Stamford Academy to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, disability (including pregnancy), or gender identity or expression.

For the purposes of this policy, "genetic information" means the information about genes, gene products, or inherited characteristics that may derive from an individual or a family member. "Genetic information" may also include an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

For the purposes of this policy, "gender identity or expression" means a person's gender-related identity, appearance or behavior, whether or not that gender-related identity, appearance or behavior is different from that traditionally associated with the person's physiology or assigned sex at birth, which gender-related identity can be shown by providing evidence including, but not limited to, medical history, care or treatment of the gender-related identity, consistent and uniform assertion of the gender-related identity or any other evidence that the gender-related identity is sincerely held, part of a person's core identity or not being asserted for an improper purpose.

The following person has been designated to handle inquiries regarding the School's non-discrimination policies:

Cindy Fountain  
CMO Domus Director of Human Resources  
83 Lockwood Ave.  
Stamford CT, 06902  
203-324-4277 ext. 18  
cfountain@domuskids.org

The School's Title IX Coordinator is:

Denise Thomas  
Director of Family Advocacy  
229 North St.  
Stamford CT, 06902  
203-324-6300  
dthomas@stamfordacademy.org

The School's Section 504/ADA Coordinator is:

Anna Middleton  
Special Education Teacher  
229 North St.  
Stamford CT, 06902  
203-324-6300  
amiddleton@stamfordacademy.org

#### **Legal References:**

Title VI of the Civil Rights Act of 1964, 42 U.S.C. § 2000d *et seq.*

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e *et seq.*

Title IX of the Education Amendments of 1972, 20 U.S.C § 1681, *et seq.*

Age Discrimination in Employment Act, 29 U.S.C. § 621

Americans with Disabilities Act, 42 U.S.C. § 12101

Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794

Title II of the Genetic Information Nondiscrimination Act of 2008, Pub.L.110 233, 42 U.S.C  
§ 2000ff; 29 CFR 1635.1 *et seq.*

Connecticut General Statutes § 10-153. Discrimination on basis of marital status

Connecticut Fair Employment Practices Act, Connecticut General Statutes § 46a-60

Connecticut General Statutes § 46a-81a Discrimination on basis of sexual orientation:  
Definitions

Connecticut General Statutes § 46a-81c Sexual orientation discrimination: Employment.

ADOPTED: February 28, 2019

REVISED: NA