

DANBURY PUBLIC SCHOOLS

Danbury, Connecticut

POLICY

AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY

Adopted: 10/27/99

Policy No.: 4-001

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The Danbury Board of Education is an Equal Opportunity/Affirmative Employer, Federal and/or state anti-discrimination laws and the policy of the Danbury Board of Education prohibit discrimination on the basis of sex, race, color, national origin, religion, age, sexual orientation, military or veteran status, or physical or mental disability or any other basis prohibited by law.

Equal opportunity guarantees every person the right to be considered on the basis of ability to satisfactorily perform the job, and to be treated fairly and equitably in assessing job performance. Affirmative action refers to special efforts to increase at every level of the work force the representation of African Americans, Asians, Native American Indians, Hispanics and women.

DIVERSITY

The Danbury Board of Education cognizant of the demographics represented in our student body, is committed to the principle that children improve their capacity to learn and mature where there is a culture of inclusiveness, differences are valued, and the uniqueness of each individual is validated among their peers, faculty and administrators of the school system.

In support of this commitment, the Board of Education provides opportunities for employees to improve their skills and performance in dealing with school diversity, provides information and resources to assist the process, enhancing the leadership capability of the administrators, and establishing accountabilities for all employees to effectively function for the good of the children, parents and the community.

To support this commitment, the Board of Education has established a system-wide Diversity Committee.

Mission of the Diversity Committee:

- Provide leadership to the educational community in understanding the multiple facets of diversity in the Danbury Public Schools
- Foster a commitment to using our diversity as a resource for others to address the need for:

A multicultural curriculum

A diverse employment pool

Maximizing the opportunities for all students in our schools to learn from a diverse community