

## **AFFIRMATIVE ACTION Policy Statement**

It has always been the policy and will continue to be the strong commitment of the Coventry Public Schools and all contractors and subcontractors who do business with the Coventry Public Schools to provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability, and merit.

The Coventry Public Schools will continue to take affirmative actions to ensure that no persons are discriminated against with the regard to their race, color, sex, sexual orientation, national origin, ancestry, religion, age, physical disability, mental retardation, marital status, present or past history of mental disorder, learning disability or criminal record. Such action includes, but is not limited to, employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation and selection for training including apprenticeship. The Coventry Public Schools 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, women or other protected classes. Therefore, Affirmative Action is necessary. Affirmative Action is results – oriented programs used to address and overcome the present effects of past discrimination.

Sexual Harassment, another form of sex discrimination, will not be tolerated in the work place. Therefore, engaging in acts of sexual harassment or another other forms of unlawful discrimination will constitute grounds for disciplinary action.

This Policy Statement is based on both the spirit and the letter of state and federal antidiscrimination laws, regulations, and executive orders. Accordingly, care is taken to ensure that no person shall be excluded from participation in, be denied the benefits of, or otherwise be unlawfully discriminated against. Further, The Coventry Public Schools will not knowingly use the services of, patronize or otherwise deal with any business, contractor, subcontractor or agency that engages in acts of unlawful discrimination.

This Affirmative Action Policy Statement re-affirms my personal commitment to the principles of Equal Employment Opportunity and Affirmative Action.

---

(Signature)

---

(Date)