

## **SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY**

The St. Lawrence-Lewis BOCES, in recognition of its educational mission, its social concern, its responsibility for the personal development of individuals, and its concern for the rights of the individual, does hereby express and establish this BOCES Policy of Equal Employment Opportunity.

It is the policy of the St. Lawrence-Lewis BOCES to provide equal opportunity in employment for all qualified persons and to promote the full realization of equal employment opportunity through a positive, continuing program for the St. Lawrence-Lewis BOCES as a whole and for each constituent division of this BOCES.

In recruiting, hiring, training, promoting, or discharging, the BOCES shall not discriminate against an individual on the basis of actual or perceived race, color, national origin, disability, age, religion, sex, sexual orientation, marital status, political affiliation, military or veteran status.

Also, the BOCES will post, in a place accessible to employees and in a visually conspicuous manner, a copy of Article 23-A of the New York State Correction Law and any regulations promulgated under that statute. Article 23-A addresses the licensure and employment of persons previously convicted of one or more criminal offenses.

All newly hired employees will be required to complete the Employment Eligibility Verification Form (Form I-9) and present documents that establish their identity and eligibility to work in the United States.

Established BOCES grievance procedures provide for the prompt and equitable resolution of complaints alleging discrimination. Those intending to file a grievance due to alleged discrimination must follow the grievance procedure established by the St. Lawrence-Lewis BOCES.

Title VII of the Civil Rights Act of 1964,  
42 United States Code Section 2002-e et seq.  
Prohibits discrimination on the basis of race, color,  
religion, sex or national origin.

Title VI of the Civil Rights Act of 1964,  
42 United States Code Section 2002-d et seq.  
Prohibits discrimination on the  
basis of race, color or national origin.

Section 504 of the Rehabilitation Act of 1973  
29 United States Code Section 794 et seq.  
The Americans with Disabilities Act,

42 United States Code Section 1210 et seq.  
Prohibits discrimination on the basis of disability.

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Title IX of the Education Amendments of 1972,  
20 United States Code Section 1681 et seq.  
Prohibits discrimination on the basis of sex.

New York State Executive Law Section 290 et seq.  
Prohibits discrimination on the basis of age, race,  
creed, color, national origin, sex, sexual orientation,  
disability or marital status.

Age Discrimination in Employment Act,  
29 United States Code Section 621.  
Prohibits discrimination on the basis of age.

New York State Military Law Sections 242 and 243.  
Uniformed Services Employment and  
Reemployment Rights Act of 1994, 38 United  
States Code Sections 4301-4333  
Prohibit discrimination on the basis of military or  
veteran status.

New York State Civil Service Law Section 107  
Prohibits discrimination on the basis of political  
affiliation.

New York State Correction Law Article 23-A  
Addresses employment of convicted criminals

NOTE: Refer also to Policies #[1440 -- Non-Discrimination](#) and #[2160 -- Principles of Diversity](#).

Adopted: 7-10-2002  
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