

<b>Year: 2017</b>	
<b>Policy Number: 5220</b>	
<b>Section:</b>	
<input type="checkbox"/> Community Relations <input type="checkbox"/> Administration <input type="checkbox"/> Business Procedures <input type="checkbox"/> Community Operations <input checked="" type="checkbox"/> Personnel <input type="checkbox"/> Students <input type="checkbox"/> Instruction	

**SUBJECT: Equal Employment Opportunity**

Health Sciences Charter School (“HSCS”) is an equal employment opportunity employer. Employment decisions are based on merit and school needs, and not on race, color, national origin, religion, sex, gender identity, pregnancy, sexual orientation, age, religion, physical or mental disability, genetic information, or any other personal characteristic protected by law.

The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation, benefits, social and recreational programs and all other conditions and privileges of employment in accordance with applicable federal, state and local laws.

It is the policy of HSCS to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). HSCS will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of a person's physical or mental disability. HSCS also will make reasonable accommodation wherever necessary for all faculty and staff members or applicants with disabilities provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense.

Equal employment opportunity notices are posted on appropriate employee bulletin boards as required by law. The notice summarizes the rights of faculty and staff members to equal opportunity in employment and lists the names and addresses of the various government agencies that may be contacted in the event that any person believes he/she has been discriminated against.

**ADA Amendments Act (ADAAA)**

ADAAA broadened the interpretations and added to the ADA examples of "major life activities" including, but not limited to, "caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working" as well as the operation of several specified "major bodily functions."

School Administration is primarily responsible for seeing that HSCS’s equal employment opportunity policies are implemented, but all faculty and staff members share in the responsibility for assuring that, by their personal actions, the policies are effective and apply uniformly to everyone.

**New York State Division of Human Rights**

HSCS adheres to all guidelines regarding discrimination by the New York State Division of Human Rights (NYSDHR). Discrimination under the NYSDHR is based on age, race, creed, color, national origin, sexual orientation, gender identity or expression, military or veteran status, sex, disability, predisposing genetic characteristics, familial status, marital status, domestic violence victim status, prior arrest or conviction record.

Any faculty or staff members, including managers, involved in discriminatory practices will be subject to disciplinary action up to and including termination of employment.

**Supporting Procedures:**

**Staff Handbook**

**Related Laws, Regulations & Acts:**

Age Discrimination in Employment Act, 29 United States Code (USC)Section 621 Americans With Disabilities Act, 42 United States Code (USC)Section 12101et seq.

Prohibits discrimination on the basis of disability.

Genetic Information Nondiscrimination Act of 2008 (GINA) Public Law 110-233 Prohibits discrimination in the workplace based upon genetic information.

Section 504 of the Rehabilitation Act of 1973,29 United States Code (USC)Section 794 et seq. Title VI of the Civil Rights Act of 1964, 42 United States Code (USC)Section 2000d et seq.

Prohibits discrimination on the basis of race, color or national origin.

Title VII of the Civil Rights Act of 1964, 42 United States Code (USC) Section 2000eet seq.

Prohibits discrimination on the basis of race, color, religion, sex or national origin.

Title IX of the Education Amendments of 1972, 20 United States Code (USC) Section 1681et seq.

Prohibits discrimination on the basis of sex Civil Rights Law Section 40-c

Prohibits discrimination on the basis of race, creed, color, national origin, sex, sexual orientation, marital status or disability.

Labor Law Section 201-f

Military Law Sections 242 and 243

New York State Division of Human Rights (NY Exec. Law Sec. 290 et seq.)

Prohibits discrimination on the basis of race, color, national origin, religion, sex, gender identity, pregnancy, sexual orientation, age, religion, physical or mental disability or genetic information.

**Adopted: 8/15/13**

**Revised: 3/3/21**