

## EQUAL EMPLOYMENT OPPORTUNITY

The Ipswich School Committee subscribes to the fullest extent to the principle of the dignity of all people and of their labors. It is our policy to recruit, hire, train, develop, employ, assign and promote the best people available, based solely upon job-related qualifications and without regard to their age, sex/gender, marital status, sexual orientation, gender identity, race, creed, color, national origin or ethnicity, religion, military or veteran status, disability, genetic information or any other protected class under federal, state or local laws.

### LEGAL REFS:

Federal Laws: Age Discrimination in Employment Act;  
Americans with Disabilities Act  
Rehabilitation Act of 1973  
The Equal Pay Act  
Title VII of the 1964 Civil Rights Act  
Title IX of the Education Amendments of 1972;  
Uniformed Services Employment and Reemployment Rights Act

Massachusetts Laws: Chapter 151B of the Massachusetts General Laws;  
Chapter 214, Section 1C of the Massachusetts General Laws;  
Chapter 152, Section 75B of the Massachusetts General Laws;  
The Massachusetts Equal Rights Act, Chapter 93, Sections 102 and 103  
of the Massachusetts General Laws  
The Massachusetts Equal Pay Act, Chapter 149, Section 105A of the  
Massachusetts General Laws  
The Massachusetts Maternity Leave Act, Section 105D of the  
Massachusetts General Laws

Adopted: May 21, 2009

Adopted Revision: May 16, 2013

Revised: November 19, 2015

REVISED: JANUARY 23, 2018

ADOPTED: APRIL 5, 2018

SOURCE: Ipswich