## Worksheet 1: Scorecard for WellSAT 3.0

This document assists local educational agencies (LEAs) with meeting the U.S. Department of Agriculture's (USDA) triennial assessment requirements for the local school wellness policy (LSWP). For information on the triennial assessment process, refer to Guidance for School Wellness Policy Triennial Assessment. For additional worksheets, visit the "What's Next" section of the CSDE's School Wellness Policies webpage.



## Federal Requirement

Section 1: Nutrition Education (NE)			Score
	NE1	Includes goals for nutrition education that are designed to promote student wellness.	2
	NE2	Nutrition education teaches skills that are behavior focused, interactive, and/or participatory.	2
	NE3	All elementary school students receive sequential and comprehensive nutrition education (mark as N/A if district does not have elementary schools).	1
	NE4	All middle school students receive sequential and comprehensive nutrition education (mark as N/A if district does not have middle schools).	1
	NE5	All high school students receive sequential and comprehensive nutrition education (mark as N/A if district does not have high schools).	1
	NE6	Nutrition education is integrated into other subjects beyond health education.	0
	NE7	Links nutrition education with the food environment.	1
	NE8	Nutrition education addresses agriculture and the food system.	0

S	ection	2: Standards for USDA Child Nutrition Programs and School Meals (SM)	Score
	SM1	Assures compliance with USDA nutrition standards for reimbursable school meals.	1
	SM2	Addresses access to the USDA School Breakfast Program.	0
	SM3	District takes steps to protect the privacy of students who qualify for free or reduced priced meals.	1
	SM4	Addresses how to handle feeding children with unpaid meal balances without stigmatizing them.	0
	SM5	Specifies how families are provided information about determining eligibility for free/reduced price meals.	2
	SM6	Specifies strategies to increase participation in school meal programs	1
	SM7	Addresses the amount of "seat time" students have to eat school meals.	2
	SM8	Free drinking water is available during meals.	0
	SM9	Ensures annual training for food and nutrition services staff in accordance with USDA Professional Standards.	0
	SM10	Addresses purchasing local foods for the school meals program.	0

	ection NS)	3: Nutrition Standards for Competitive and Other Foods and Beverages	Score	
	NS1	Addresses compliance with USDA nutrition standards (commonly		
		referred to as Smart Snacks) for all food and beverages <b>sold</b> to students	2	
		during the school day.		
	NS2	USDA Smart Snack standards are easily accessed in the policy.	2	
	NS3	Regulates food and beverages sold in a la carte.	2	
	NS4	Regulates food and beverages sold in vending machines	2	
	NS5	Regulates food and beverages sold in school stores.	2	
	NS6	Addresses fundraising with food to be consumed during the school day.	2	
	NS7	Exemptions for infrequent school-sponsored fundraisers. (Connecticut		
		has adopted an exemption policy that allows for no school-sponsored	0	
		fundraisers during which foods and beverages sold do not have to meet		
		Smart Snacks.)		
	NS8	Addresses foods and beverages containing caffeine at the high school		
		level.	2	
_	NS9	Regulates food and beverages served at class parties and other school	1	
		celebrations in elementary schools.	1	
	NS10	Addresses nutrition standards for all foods and beverages served to		
		students after the school day, including, before/after care on school	0	
		grounds, clubs, and after school programming.		
	NS11	Addresses nutrition standards for all foods and beverages sold to students		
		after the school day, including before/after care on school grounds, clubs,	0	
		and after school programming.		
	NS12	Addresses food not being used as a reward.	1	
	NS13	Addresses availability of free drinking water throughout the school day	0	

ection 4:	Physical Education Physical Activity (PEPA)	Score
PEPA1	There is a written physical education curriculum for grades K-12.	2
PEPA2	The written physical education curriculum for each grade is aligned with national and/or state physical education standards.	2
PEPA3	Physical education promotes a physically active lifestyle.	1
PEPA4	Addresses time per week of physical education instruction for all elementary school students.	0
PEPA5	Addresses time per week of physical education instruction for all middle school students	0
PEPA6	Addresses time per week of physical education instruction for all high school students.	0
PEPA7	Addresses qualifications for physical education teachers for grades K-12.	0
PEPA8	Addresses providing physical education training for physical education teachers.	0
PEPA9	Addresses physical education exemption requirements for all students.	1
PEPA10	Addresses physical education substitution for all students.	0
PEPA11	Addresses family and community engagement in physical activity opportunities at all schools.	0
PEPA12	Addresses before and after school physical activity for all students including clubs, intramural, interscholastic opportunities.	0
PEPA13	Addresses recess for all elementary school students	2
PEPA14	Addresses physical activity breaks during school.	0
	Addresses joint or shared-use agreements for physical activity participation at all schools.	0
PEPA16	District addresses active transport (Safe Routes to School) for all K-12 students who live within walkable/bikeable distance.	0

S	ection 5	: Wellness Promotion and Marketing Section (WPM)	Score
	WPM1	Encourages staff to model healthy eating and physical activity behaviors.	0
	WPM2	Addresses strategies to support employee wellness.	0
	WPM3	Addresses using physical activity as a reward.	0
	WPM4	Addresses physical activity not being used as a punishment.	2
	WPM5	Addresses physical activity not being withheld as a punishment.	2
	WPM6	Specifies marketing to promote healthy food and beverage choices.	0
	WPM7	Restricts marketing on the school campus during the school day to only	0
	WPM8	those foods and beverages that meet Smart Snacks standards.  Specifically addresses marketing on school property (e.g., signs, scoreboards, sports equipment).	0
	WPM9	Specifically addresses marketing on educational materials (e.g., curricula, textbooks, or other printed or electronic educational materials).	0
	WPM10	Specifically addresses marketing where food is purchased (e.g., exteriors of vending machines, food and beverage cups and containers, food display racks, coolers, trash and recycling containers, etc.).	0
	WPM11	Specifically addresses marketing in school publications and media (e.g., advertisements in school publications, school radio stations, inschool television, computer screen savers, school-sponsored Internet sites, and announcements on the public announcement (PA) system).	0
	WPM12	Specifically addresses marketing through fundraisers and corporate- sponsored programs (e.g., fundraising programs that encourage students and their families to sell, purchase, or consume products and corporate incentive programs that provide funds to schools in exchange for proof of purchases of company products, such as Box Tops for Education).	0

S	ectio	6: Implementation, Evaluation, and Communication (IEC)	Score
	IEC1	Addresses the establishment of an ongoing district wellness committee.	1
	IEC2	Addresses how all relevant stakeholders (parents, students,	
		representatives of the school food authority, teachers of physical	
4		education, school health professionals, the school board, school	_
		administrator, and the general public) will participate in the	1
		development, implementation, and periodic review and update	
		of the local wellness policy.	
	IEC3	Identifies the officials responsible for the implementation and compliance	2
		of the local wellness policy.	
		Addresses making the wellness policy available to the public.	0
	IEC5	Addresses the assessment of district implementation of the local wellness	0
<b>m</b>		policy at least once every three years.	· ·
	IEC6	Triennial assessment results will be made available to the public and will	
		include:	
		1. The extent to which schools under the jurisdiction of the LEA are in	
		compliance with the local school wellness policy;	0
		2. The extent to which the LEA's local school wellness policy compares to	U
		model local school wellness policies;	l
		3. A description of the progress made in attaining the goals of the local	
		school wellness policy.	
	IEC7	Addresses a plan for updating policy based on results of the triennial	0
		assessment	U
]	EC8	Addresses the establishment of an ongoing school building level wellness	0
		committee.	U

### Worksheet 1: Scorecard for the WellSAT 3.0

For information on the USDA's LSWP requirements, visit the Connecticut State Department of Education's (CSDE) School Wellness Policies website and the Rudd Center's WELLSAT website, or contact the school nutrition programs staff at the Connecticut State Department of Education, School Health, Nutrition and Family Services, 450 Columbus Boulevard, Suite 504, Hartford, CT 06103-1841.



This document is available at https://portal.ct.gov/-/media/SDE/Nutrition/SWP/Worksheet\_1\_Scorecard\_WellSAT\_3\_0.docx.



In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: How to File a Complaint, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- mail: U.S. Department of Agriculture
   Office of the Assistant Secretary for Civil Rights
   1400 Independence Avenue, SW
   Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: program.intake@usda.gov.

This institution is an equal opportunity provider.

The Connecticut State Department of Education is committed to a policy of equal opportunity/affirmative action for all qualified persons. The Connecticut Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of age, ancestry, color, criminal record (in state employment and licensing), gender identity or expression, genetic information, intellectual disability, learning disability, marital status, mental disability (past or present), national origin, physical disability (including blindness), race, religious creed, retaliation for previously opposed discrimination or coercion, sex (pregnancy or sexual harassment), sexual orientation, veteran status or workplace hazards to reproductive systems, unless there is a bona fide occupational qualification excluding persons in any of the aforementioned protected classes.

Inquiries regarding the Connecticut State Department of Education's nondiscrimination policies should be directed to: Levy Gillespie, Equal Employment Opportunity Director/Americans with Disabilities Coordinator (ADA), Connecticut State Department of Education, 450 Columbus Boulevard, Suite 505, Hartford, CT 06103, 860-807-2071, levy.gillespie@ct.gov.

## **Worksheet 3: Identify Connections between Policy and Practice**

This document assists local educational agencies (LEAs) with meeting the U.S. Department of Agriculture's (USDA) triennial assessment requirements for the local school wellness policy (LSWP). For information on the triennial assessment process, refer to *Guidance for School Wellness Policy Triennial Assessment*. For additional worksheets, visit the "What's Next" section of the CSDE's School Wellness Policies webpage.

The USDA requires that LEAs must publicly share the results of their wellness policy triennial assessment (e.g., through the district's website). Information shared with the public must include 1) how the language in the LEA's wellness policy compares to the model wellness policy; and 2) areas where there is a strong or weak policy, but practice implementation is either absent or limited.

This worksheet includes four sections that assess the connections between the LEA's wellness policy and practices. The table below summarizes which sections the LEA must post to meet the USDA's LSWP requirement for public notification.

Assessing Connections between the LEA's Wellness Policy and Practices		
Section	Page	Public Posting Required
1 – Strong Policies and Aligned Practices	2	Yes
2 – Create Practice Implementation Plan	3	Yes
3 – Update Policies	4	No *
4 – Opportunities for Growth	5	No *

<sup>\*</sup> Any federal requirements in these sections must be reported. Otherwise, LEAs may choose to share this information or additional materials as desired.

**Instructions:** Use the LEA's **WellSAT 3.0 scorecard** to enter the applicable policy item numbers and descriptions for each of the four sections. Post the information for all federal requirements and for sections 1 and 2 on the district's website and share through other communication channels.

# **Worksheet 3: Identify Connections between Policy and Practice**

### Section 1 – Strong Policies and Aligned Practices



This document identifies where the district has a strong policy and is fully implementing practices that align with the policy.

Describe the items that received a written policy score of 2 and an interview practice score of 2. Start with the Federal Requirements for each section.

Item description
Section 1. Nutrition Education
Includes goals for nutrition education that are designed to promote student wellness.
Nutrition Education teaches skills that are behavior focused, interactive, and/or participatory.
Section 2: Standards for USDA Child Nutrition Programs and School Meals
Specifies how families are provided information about determining eligibility for free/reduced meals.
Section 3: Nutrition Standards for Competitive and Other Foods and Beverages
Addresses compliance with USDA nutrition standards for all food and beverages sold to students during the school day.
Regulates food and beverages sold a la carte.
Regulates food and beverages sold in vending machines.
Regulates food and beverages sold in school stores.
Addresses fundraising with food to be consumed during the school day.
Connecticut Nutrition Standards are easily accessed in the policy.
Addresses foods and beverages containing caffeine at the high school level.
Section 4: Physical Education and Physical Activity
There is written physical education curriculum for grades K-12.
The written physical education curriculum for each grade is aligned with national and/or state physical educational standards.
Addresses recess for all elementary school students.
Section 5: Wellness Promotion and Marketing
Addresses physical activity not being used as a punishment.
Addresses physical activity not being withheld as a punishment.

# **Worksheet 3: Identify Connections between Policy and Practice**

Section 6: Implementation, Evaluation & Communication
N/A

# **Worksheet 3: Identify Connections between Policy and Practice**

### Section 2 – Create Practice Implementation Plan



This document identifies areas where there is a strong or weak policy, but practice implementation is either absent or limited. The Connecticut State Department of Education (CSDE) recommends working with key stakeholders and developing a plan to fully implement the policy as written.

Enter the items that received either (1) a written policy score of 1 and an interview practice score of 0 or (2) a written policy score of 2 and an interview practice score of 1 or 0. Start with the Federal Requirements for each section.

Item number	Item description
	Section 1. Nutrition Education
	N/A
	Section 2: Standards for USDA Child Nutrition Programs and School Meals
SM7	Addresses the amount of "seat time" students have to eat school meals.
	Section 3: Nutrition Standards for Competitive and Other Foods and Beverages
	N/A
	Section 4: Physical Education and Physical Activity  N/A
	Section 5: Wellness Promotion and Marketing
	N/A
	Section 6: Implementation, Evaluation & Communication
IEC3	Identifies the officials responsible for the implementation and compliance of the local wellness policy.

# Worksheet 3: Identify Connections between Policy and Practice

### Section 3 – Update Policies



This document identifies areas where the LEA is (a) fully implementing practices but there is no or only weak language in the written policy, or (b) partially implementing practices with no policy language. Best practice is to update the policy to match the implementation level.

Enter the items that received a written policy score of 0 or 1 and an interview practice score of 2. Start with the Federal Requirements for each section.

Item number	Item description
	Section 1. Nutrition Education
	N/A
	Section 2: Standards for USDA Child Nutrition Programs and School Meals
SM1	Assures compliance with USDA nutrition standards for reimbursable meals.
SM3	District takes steps to protect the privacy of students who qualify for free or reduced meals.
SM8	Free drinking water is available during meals.
	Section 3: Nutrition Standards for Competitive and Other Foods and Beverages
NS9	Regulates food and beverages served at class parties and other school celebrations in elementary schools.
	Section 4: Physical Education and Physical Activity
	N/A
	Section 5: Wellness Promotion and Marketing
WPM7	Restricts marketing on the school campus during the school day to only those food and beverages that meet the Connecticut Nutrition Standards
	Section 6: Implementation, Evaluation & Communication

# **Worksheet 3: Identify Connections between Policy and Practice**

### Section 4 – Opportunities for Growth

This identifies areas where the district has either not addressed the topic in policy or practice; or has only addressed the topic in a very limited way.



► Enter the items that received either (1) a written policy score of 0 and an interview practice score of 0 or 1 or (2) a written policy score of 1 and an interview practice score of 1. Start with the Federal Requirements for each section.

Item number	Item description
	Section 1. Nutrition Education
	N/A
	Section 2: Standards for USDA Child Nutrition Programs and School Meals
SM9	Ensures annual training for food and nutrition services staff in accordance with USDA Professional Standards.
	Section 3: Nutrition Standards for Competitive and Other Foods and Beverages
	N/A
	Section 4: Physical Education and Physical Activity
	N/A
	Section 5: Wellness Promotion and Marketing
	N/A
	Section 6: Implementation, Evaluation & Communication
IEC2	Addresses how all relevant stakeholders will participate in the development, implementation, and periodic review and update of local wellness policy.
IEC4	Addresses making the wellness policy available to the public.
ICE5	Addresses the assessment of district implementation of the local wellness policy at least once every three years.
IEC6	Triennial assessment results will be made available to the public.
IEC7	Addresses a plan for updating policy based on results of the triennial assessment.

# **Worksheet 3: Identify Connections between Policy and Practice**

For information on the USDA's LSWP requirements, visit the Connecticut State Department of Education's (CSDE) School Wellness Policies website and the Rudd Center's WELLSAT website, or contact the school nutrition programs staff at the Connecticut State Department of Education, School Health, Nutrition and Family Services, 450 Columbus Boulevard, Suite 504, Hartford, CT 06103-1841.



This document is available at https://portal.ct.gov/-/media/SDE/Nutrition/SWP/Worksheet\_3\_Identifying\_Connections\_Policy\_Practice.docx.



In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

- mail: U.S. Department of Agriculture
   Office of the Assistant Secretary for Civil Rights
   1400 Independence Avenue, SW
   Washington, D.C. 20250-9410; or
- 2. fax: (833) 256-1665 or (202) 690-7442; or
- 3. email: program.intake@usda.gov

This institution is an equal opportunity provider.

The Connecticut State Department of Education is committed to a policy of affirmative action/equal opportunity for all qualified persons. The Connecticut Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of age, ancestry, color, civil air patrol status, criminal record (in state employment and licensing), gender identity or expression, genetic information, intellectual disability, learning disability, marital status, mental disability (past or present), national origin, physical disability (including blindness), race, religious creed, retaliation for previously opposed discrimination or coercion, sex (pregnancy or sexual harassment), sexual orientation, veteran status or workplace hazards to reproductive systems, unless there is a bona fide occupational qualification excluding persons in any of the aforementioned protected classes.

Inquiries regarding the Connecticut State Department of Education's nondiscrimination policies should be directed to: Levy Gillespie, Equal Employment Opportunity Director/Americans with Disabilities Coordinator (ADA), Connecticut State Department of Education, 450 Columbus Boulevard, Suite 505, Hartford, CT 06103, 860-807-2071, levy.gillespie@ct.gov.

## **Worksheet 4: Summary of Findings**

This document assists local educational agencies (LEAs) with meeting the U.S. Department of Agriculture's (USDA) triennial assessment requirements for the LSWP. For information on the triennial assessment process, refer to *Guidance for School Wellness Policy Triennial Assessment*. For additional worksheets, visit the "What's Next" section of the CSDE's School Wellness Policies webpage.

#### के के

This worksheet can be used to create narrative descriptions to post alongside sections from Worksheet 3: Identifying Connections between Policy and Practice. The purpose of these narratives is to describe the LEA's progress toward meeting their wellness goals. Not all districts will have information to share in all four sections. Note: in Section 3 and Section 4, the LEA is only required to comment on federally required items, but may add information about other wellness topics if desired.

Section 1 (Strong Policies and Aligned Practices). If applicable, write a narrative below to describe your district's areas of success in meeting its wellness goals.

Newington Public Schools is committed to student wellness, including good nutrition and physical activity, which is promoted in the district's educational program, school activities, and meal programs. NPS has been successful through both policy and practice promoting student wellness, fostering a positive relationship between good nutrition and physical education, achieving nutrition standards with both school meals and competitive foods and beverages and integrating wellness education into the school learning environment.

## **Worksheet 4: Summary of Findings**

Section 2 (Create Practice Implementation Plans). If applicable, write a narrative below to describe how your district will create practice implementation plans to ensure full compliance with all elements of the LSWP.

Although students are given a 25 minute lunch period, some elementary students who participate in the School Lunch Program do not always have a 20 minute "seat time". The Food Service Director will follow-up with the building principals to see if additional time can be given to those students not done eating lunch.

The Food Service Director will reach out to the building principals to see who is responsible for the implementation and compliance with the wellness policy at the building level and how they ensure compliance.

Section 3 (Update Policies). If applicable, write a narrative below to describe how the district will update its policy to include all federally required items. You may also add plans for additional policy updates if desired.

The Wellness Committee shall discuss updating current wellness policies to include the following in order to better align with practice:

- Compliance with USDA nutrition standards for reimbursable meals.
- Steps to protect the privacy of students who qualify for free or reduced meals.
- Free drinking water is available during meals.
- Regulate food and beverages served at class parties and other school celebrations in elementary schools.
- Restricts marketing on the school campus during the school day to only those food and beverages that meet the Connecticut Nutrition Standards.

### **Worksheet 4: Summary of Findings**

Section 4 (Opportunities for Growth). If applicable, write a narrative below to describe how your district will update its policy and practices to include all federally required items. You may also add plans for additional wellness goals if desired.

Although the majority of food service employees receive the annual number of required training hours, new hires and substitutes oftentimes fall short. The Food Service Director will address.

The Wellness Committee shall discuss updating current wellness policies and aligned practices to include the following:

- Address how all relevant stakeholders will participate in the development, implementation, and periodic review and update of local wellness policy.
- Address making the wellness policy available to the public.
- Address the assessment of district implementation of the local wellness policy at least once every three years.
- Triennial assessment results will be made available tot eh public.
- Address a plan for updating policy based on results of the triennial assessment.

### **Worksheet 4: Summary of Findings**

For information on the USDA's LSWP requirements, visit the Connecticut State Department of Education's (CSDE) School Wellness Policies website and the Rudd Center's WELLSAT website, or contact the school nutrition programs staff at the Connecticut State Department of Education, School Health, Nutrition and Family Services, 450 Columbus Boulevard, Suite 504, Hartford, CT 06103-1841.

This document is available at https://portal.ct.gov/-/media/SDE/Nutrition/SWP/Worksheet\_4\_Summarizing\_Findings.docx.





In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

- mail: U.S. Department of Agriculture
   Office of the Assistant Secretary for Civil Rights
   1400 Independence Avenue, SW
   Washington, D.C. 20250-9410; or
- 2. **fax:** (833) 256-1665 or (202) 690-7442; or
- 3. email: program.intake@usda.gov

This institution is an equal opportunity provider.

The Connecticut State Department of Education is committed to a policy of affirmative action/equal opportunity for all qualified persons. The Connecticut Department of Education does not discriminate in any employment practice, education program, or educational activity on the basis of age, ancestry, color, civil air patrol status, criminal record (in state employment and licensing), gender identity or expression, genetic information, intellectual disability, learning disability, marital status, mental disability (past or present), national origin, physical disability (including blindness), race, religious creed, retaliation for previously opposed discrimination or coercion, sex (pregnancy or sexual harassment), sexual orientation, veteran status or workplace hazards to reproductive systems, unless there is a bona fide occupational qualification excluding persons in any of the aforementioned protected classes.

Inquiries regarding the Connecticut State Department of Education's nondiscrimination policies should be directed to: Levy Gillespie, Equal Employment Opportunity Director/Americans with Disabilities Coordinator (ADA), Connecticut State Department of Education, 450 Columbus Boulevard, Suite 505, Hartford, CT 06103, 860-807-2071, levy.gillespie@ct.gov.