

**SCOTLAND BOARD OF EDUCATION**  
**Board Policy**

**Personnel**

**Non-Certified Organizations/Units**

**Employee Organizations**

All employees are free to join or not to join employee organizations. Decisions affecting the individual employee are made without regard to membership or non-membership in such organization. Each employee is entitled to individual legal or ethical rights and privileges.

Employees shall not be interfered with, intimidated, restrained, coerced or discriminated against by the school district or by employee organizations because of their membership or non- membership in employee organizations. They shall have the right to participate through representatives of their own choosing in the presentation of their views to the board of education.

Employee organizations which meet the provisions of the law and the policies of the district shall have the right to represent their members in matters within the scope of the law.

Legal Reference:       Connecticut General Statutes  
                              46a-60 Discriminatory Employment Practices Prohibited.  
                              7-467 et seq. Municipal Employee Relations Act.

Final Approval: 5/11/92