

EQUAL OPPORTUNITY EMPLOYMENT

The District is an equal opportunity employer. Personnel hiring and administration in the District are to be conducted so as not to discriminate against an applicant or employee on the basis of age, race, sex, sexual orientation, marital status, disability/handicap, citizenship status, pregnancy, national origin, creed, color, political affiliation, genetic information, ancestry, arrest or conviction record not substantially related to employment, military service, use or nonuse of a lawful product off school premises during non-working hours, declining to attend a meeting or participate in any communication about religious or political matters, or any other reason prohibited by state or federal law. Exceptions to this policy may only be made in accordance with state and federal laws.

Reasonable accommodations shall be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the District. The District shall also accommodate the religious practices of an employee to the extent required by law.

Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with the established procedures. Notice of this policy and related complaint procedures shall be given in accordance with applicable legal requirements.

LEGAL REF.: Wisconsin Fair Employment Act, Wisconsin Statutes 111.31 -111.395
 111.195 – Wisconsin Statutes
 118.20 – Wisconsin Statutes
 Title IX of the Education Amendments of 1972
 Title VI of the Civil Rights Act
 Title VII of the Civil Rights Act
 Section 504 of the Rehabilitation Act of 1973
 Age Discrimination in Employment Act
 Pregnancy Discrimination Act
 Americans with Disabilities Act
 Genetic Information Nondiscrimination Act
 Immigration and Nationality Act
 Uniformed Services Employment and Reemployment Rights Act

CROSS REF.: 512 - Staff Non-Discrimination and Anti-Harassment Policy
 512-Rule - Procedure for Reporting Harassment

APPROVED: August 27, 1985
 August 15, 2011
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