

EQUAL OPPORTUNITY EMPLOYMENT

The School District is an equal opportunity employer. Therefore, personnel hiring and administration in the District shall be conducted so as not to discriminate against employee or applicant on the basis of orientation, age, national origin, citizenship, handicap, marital status, ancestry, color, arrest or conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or Wisconsin, use or nonuse of a lawful product off school premises during nonworking hours, or any other reason prohibited by state or federal law. Exceptions to this policy may only be made in accordance with state and federal law.

Reasonable accommodations shall be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the District.

It is the intent of the District to comply with both the letter and spirit of the law in making certain discrimination does not exist in its employment policies, regulations and practices. Discrimination complaints shall be processed in accordance with established procedures.

LEGAL REFERENCE: Wisconsin Stats. 111.31-111.395, 118.195, 118.20
Titles VI and VII of the Civil Rights Act of 1964, as Amended by the
Equal Employment Opportunity Act of 1972
Title IX Regulation Implementing Education Amendments of 1972
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Immigration Reform and Control Act of 1986
Americans with Disabilities Act of 1990
Civil Rights Act of 1991

CROSS REFERENCE: Rule #511 – Employee Discrimination Complaint Procedures