

EQUAL OPPORTUNITY EMPLOYMENT

511

The School District shall not discriminate against employee or applicant on the basis of race, religion, political affiliation, disability or handicap, sex or sexual orientation, age, national origin, citizenship, 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, or any other reason prohibited by law.

Application forms, hiring practices, and personnel administration shall be evaluated on a regular basis relative to equal opportunity employment.

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

Complaints regarding the administration or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures.

Notice of this policy shall be periodically published in local and school newspapers, incorporated into District application forms, and published elsewhere as is necessary to give continuing notice. A notice shall also be posted in accordance with state and federal laws and regulations.

Legal Ref: 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; Sections 111.31-111.395, 118.195, 118.20 Wisconsin Statutes

Cross Ref: Discrimination Complaint Process (511-Rule)

Approved: 01/17/00