

EQUAL OPPORTUNITY EMPLOYMENT

The District is an equal opportunity employer. Personnel hiring and administration in the District shall be conducted so as not to discriminate against applicant or employee on the basis of race, religion, creed, political affiliation, sex or sexual orientation, age, national origin, handicap, marital status, ancestry, color, citizenship, disability, 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 lawful products off school premises during nonworking hours, or other prohibited reason, except as otherwise provided by 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.

Application forms, hiring practices and personnel administration shall be periodically evaluated to identify and eliminate existing stereotypes and biases.

Discrimination complaints shall be processed in accordance with established procedures.

LEGAL REF.: Sections 111.31 - 111.395 Wisconsin Statutes  
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, Education Amendments of 1972  
Section 504, Rehabilitation Act of 1973  
Age Discrimination Act of 1975  
Immigration Control and Reform Act of 1986  
Americans with Disabilities Act of 1990  
Civil Rights Act of 1991

CROSS REF.: 511-Rule, Employee Discrimination Complaint Procedure  
512, Sexual Harassment  
WAWMEA (Teachers) Agreement

APPROVED IN PART: September, 1969

REVISED: July 8, 1997