

511 EQUAL OPPORTUNITY EMPLOYMENT



The Whitnall School District is an equal opportunity employer. Therefore, personnel hiring and administration in the Whitnall School District shall be conducted so as not to discriminate against employee or applicant on the basis of race, religion, political affiliation, sex or sexual orientation, age, national origin, citizenship, handicap, marital status, ancestry, color, 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, the use or nonuse of lawful products off school premises during nonworking hours, or any other reason prohibited by state or 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 School District. A reasonable accommodation is any change or adjustment to a job or work environment that permits a qualified applicant or employee with a handicap or disability to perform the essential functions of a job or enjoy the benefits and privileges of employment equal to those enjoyed by employees without disabilities.

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

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

Americans with Disabilities Act of 1990

Civil Rights Act of 1991

Immigration Reform and Control Act

Wisconsin Statutes Sections

111.31

111.395

118.195

118.20

CROSS REF.:

511R Equal Opportunity Employment: Procedures

512 Employee Harassment

APPROVED:

February 27, 1984

REVISED:

February 10, 1992; June 11, 2001

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