

EQUAL OPPORTUNITY EMPLOYMENT

The School District is an equal opportunity employer. It is the District's policy to seek and employ the best qualified personnel in all positions; to provide equal employment opportunities in recruitment, hiring, transfers, promotion, compensation, benefits, training, layoff and recall practices, and all other terms and conditions of employment; and to administer these activities in a manner that will not discriminate against any employee or application on the basis of race, religion, citizenship, political affiliation, disability, sex or sexual orientation, age, national origin, 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 lawful products off the District's premises during non-working hours, or any other reason prohibited by state, federal or local law.

The District will provide reasonable accommodations for individuals with disabilities or handicaps in compliance with Section 504 of the Rehabilitation Act and Americans with Disabilities Act.

The District does not discriminate on the basis of HIV infection or association with another person with HIV infection. In accordance with the ADA, an employee with HIV infection is welcome to continue working as long as he or she is able to perform the essential functions of the position, with reasonable accommodations if necessary.

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 Ref.: Immigration Reform and Control Act 1986
Titles VI and VII of the Civil Rights Act of 1964 (as amended)
Title IX of the Education Amendments of 1972
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Age Discrimination in Employment Act of 1967
Americans with Disabilities Act of 1990
Family Medical Leave Act of 1993 (FMLA)
Sections 103.15, 111.31, 111.34, 111.395, 118.195, 118.20, 252.14 (2) of
the Wisconsin Statutes

Cross Ref.: 511 - Rule, Employment Discrimination/Harassment Complaint Procedures
511 – Exhibit, Discrimination Complaint Form
512 – Sexual Harassment
933.1, Contractors Fair Employment Clause

Adopted: 5/11/92

Revised: March 1994
September 1995
April 1999
April 2002
May 2005

Waunakee Community School District