

Prepare Each Student To Be Successful
www.pointschools.net

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STEVENS POINT
AREA PUBLIC
SCHOOL DISTRICT

EQUAL EMPLOYMENT OPPORTUNITY

The District has been, and will continue to be, an equal opportunity employer. We will assure the following.

- A. Persons are recruited, hired and promoted for all jobs without regard to sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity or expression, age, physical, mental, emotional or learning disability, citizenship status, veteran status, military service, arrest record, conviction record, (as defined in 111.32, Wis Stats.) use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other legally protected category in its programs and activities including employment opportunities. Initial employment placement decisions are based solely on an individual's qualifications for the position being filled.
- B. Other personnel actions such as compensation, benefits, transfers, layoffs, return from layoffs, and District sponsored programs and activities are administered without regard to sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity or expression, age, physical, mental, emotional, or learning disability, citizenship status, veteran status, military service, arrest record, conviction record, (as defined in 111.32, Wis Stats.), use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other legally protected category in its programs and activities including employment opportunities.
- C. The District will not discriminate against any individual because of physical or mental disability or because of disabled veteran status.

It is our policy to take affirmative action in the employment of qualified minorities, females, and disabled individuals. This will include all employment practices. Reasonable accommodation will be provided whenever possible in our effort to advance employment opportunities for disabled individuals and disabled veterans.

Should any employee or other individual have questions or concerns related to the Stevens Point Area Public School District's equal employment opportunity policies or practices, that person is encouraged to discuss these matters with the Director of Human Resources.

Revised 02-2022, 06-2020, 06-2022, 08-2024, 04-2025

Approved 10-24-11

Employees with questions or concerns about discrimination should contact the Director of Human Resources, Beth Bakunowicz, bbakunow@pointschools.net or 715-345-5512. For additional information on the Districts non-discrimination policies and compliant procedures, see School Board polices 2260, 2266 and 3122.

Reference: *Board Policy 2266* *Nondiscrimination on the Basis of Sex in Education Programs or Activities*
Board Policy 3123 Section 504/ADA Prohibition Against Disability Discrimination in Employment
Board Policy 3122 Nondiscrimination and Equal Employment Opportunity
Board Policy 3120 Employment of Staff

Board Policy 3122.02 Nondiscrimination Based on Genetic Information of the Employee

Wisconsin Statutes: §111.21-111.395
 §111.70, 118.195
 §118.13, 118.20

TITLE VI of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
 Section 504, Rehabilitation Act of 1973
 Age Discrimination Act of 1975
 Americans with Disabilities Act of 1990