

SCHOOL DISTRICT OF GREEN LAKE POLICY	511 – Equal Opportunity Employment
	Personnel

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Personnel hiring and administration in the Green Lake School District shall be conducted so as not to discriminate against an employee or applicant on the basis of age, race, sex or sexual orientation, disability or handicap, citizenship, marital status, pregnancy, national origin, creed, color, political affiliation, ancestry, religion, arrest or conviction record, military service, use or nonuse of lawful products off school premises during nonworking hours, or any other reason prohibited by state or federal law.

It is the intent of the Green Lake 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. In keeping with the requirements of federal and state law, the Green Lake School District shall strive to remove any vestige of discrimination in employment, assignment, and promotion of personnel. The district administrator/designee shall notify applicants for employment and employees of district non-discrimination policies and established complaint procedures and shall annually publish a notice to that effect.

Exceptions to this policy may be made in accordance with state and 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 District. Notice of this policy shall be given in accordance with state and federal laws and regulations.

Complaints regarding the interpretation or application of this policy shall be processed in accordance with established procedures.

1st Reading: 02/2012
2nd Reading: 03/14/2012

LEGAL REFERENCE: WI Statutes 111.31-111.395; 111.70; ~~118.13~~; 118.195; 118.20; TITLE VI and VII of the Civil Rights Act of 1964, (as amended); Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; Age Discrimination in Employment Act of 1975, (as amended); Pregnancy Discrimination Act (42 U.S.C. s. 2000c); Immigration control and Reform Act of 1986; Americans with Disabilities Act of 1990; Civil Rights Act of 1991

CROSS-REFERENCE: 511 Procedure Equal Opportunity Employment; 411 Equal Educational Opportunities; 511 Harassment of Employees; 512 – Procedure Harassment of Employees Guidelines; Current Master Agreements