

**DODGELAND SCHOOL DISTRICT
Board Policy Manual**

511

EQUAL OPPORTUNITY EMPLOYMENT

The Dodgeland School District is an equal opportunity employer. Therefore, personnel hiring and administration in the District shall be conducted so as not to discriminate against employee or applicant on the basis of race, creed, political or religious affiliation, disability, sex or sexual orientation, age, national origin, citizenship, handicap/disability, marital status, pregnancy, ancestry, color, arrest or conviction record, military service, use or non-use of a lawful product off school premises during nonworking hours, or any other reason prohibited by state or federal law. Exceptions to this policy may only be made in accordance with state and federal law.

Reasonable accommodations shall be made for qualified individuals with a disability or a handicap, unless such accommodations would impose an undue hardship to the District.

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. Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures. Notice of this policy shall be given in accordance with legal requirements.

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
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 REF: 112, Nondiscrimination
411-Exhibit, Discrimination Complaint Form
511-Rule (1), Employment Discrimination/Harassment Complaint Procedures
511-Rule (2), Procedures for Employee Accommodations under Section 504
512, Sexual Harassment of Employees

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