

3122 - NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY

The Board of Education does not discriminate in employment on the basis of any characteristic protected under state or federal law including, but not limited to, race, color, age, sex, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, service or membership in the United States' armed forces, national guard of any state, state defense force or any other reserve component of the United States' armed forces, sexual orientation, gender identity, pregnancy, national origin, ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, authorized use of family or medical leave or worker's compensation benefits, or any other characteristic protected by law in its employment practices. Exceptions to this policy may be made only as permitted by state and federal law.

The Superintendent shall appoint and publicize the name of the compliance officer whose responsibility it will be to require that federal and state regulations are complied with and that any inquiries or complaints are dealt with promptly in accordance with law. S/He shall provide proper notice of non-discrimination for Title II, Title VI, Title VII, Title IX, Section 504, Genetic Information Nondiscrimination Act (GINA), and the Age Discrimination Employment Act (ADEA) to students, their parents, staff members, and the general public.

Sections 111.31-111.395, 118.195, and 118.20 of the Wisconsin Statutes
Civil Rights Act of 1964 (Titles II, VI & VII)
Age Discrimination in Employment Act of 1967
Education Amendment of 1972 (Title IX)
Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act of 1978
Immigration Reform and Control Act of 1986
Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Genetic Information Nondiscrimination Act (GINA) of 2008
Americans with Disabilities Amendments Act of 2008

Revised: January 25, 2010

Revised: January 24, 2011

Revised: August 29, 2011

Revised: December 14, 2015

Revised August 8, 2016