

**SCHOOL DISTRICT OF WAUZEKA-STEUBEN**

**EQUAL OPPORTUNITY EMPLOYMENT**

The School District of Wauzeka-Steuben shall not discriminate against employee or applicant on the basis of race, color, creed, political or religious affiliation, gender, religion, national origin, age, pregnancy, marital status, handicap, disability, ancestry, citizenship, sexual orientation, military service, use or nonuse 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.

Application forms, hiring practices, and personnel administration shall be evaluated on a regular basis relative to equal opportunity employment.

The District will make reasonable accommodations for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship on the District.

Complaints regarding the interpretation or application of this policy shall be referred to the District Administrator and processed in accordance with established procedures.

**Legal References:** Wisconsin Statutes Sections §§ 111.31-111.395, 118.195 and 118.20 of the Titles VI and VII, Title IX, Education Amendment of 1972, Section 504, Rehabilitation Act of 1973, Age Discrimination in Employment Act of 1967, Pregnancy Discrimination Act, Immigration Control and Reform Act, Americans with Disabilities Act. Americans with Disabilities Amendments Act of 2008, Civil Rights Act of 1991

**Cross References:** Policies 411 Equal Educational Opportunities, 511-Rule Discrimination and Harassment Complaint Procedure, 512 Harassment, 512.1 Sexual Harassment, 522.5 Political Activities by Staff, 533.2 Nepotism

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**Date Revised:**

**Date Reviewed:**