

EQUAL EMPLOYMENT OPPORTUNITIES

The School District of Iola-Scandinavia shall provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, handicap, disability, marital status, ancestry, arrest or conviction record, political affiliation, sexual orientation, citizenship, creed, membership in the national guard, state defense force or any other United States or Wisconsin reserve component of the military forces or use or nonuse of a lawful product off school premises during nonworking hours or any other reason prohibited by state or federal law. This policy shall apply to all terms and conditions of employment, including but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training.

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

Each member of management is responsible for creating an atmosphere free of discrimination.

LEGAL REF: Title IX, Education Amendments of 1972
Titles VI and VII, Civil Rights Act of 1964
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1967
Americans with Disabilities Act of 1990
Immigration Reform and Control Act
Civil Rights Act of 1991
Sections 111.31 – 111.395 Wisconsin Statutes
118.195
118.20

CROSS REF: 411-Exhibit (1), Discrimination Complaint Form
511-Rule, Employee Discrimination Complaint Procedures
Section 504 Rehabilitation Act of 1973 Handbook

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