

## **Equal Employment Opportunities**

**Code #511.00**

The Tri-County Area School District is an equal opportunity employer. The hiring and treatment of personnel shall not discriminate against an applicant or employee on the basis of race, religion, political affiliation, sex or sexual orientation, age, national origin, handicap, pregnancy, marital or parental status, ancestry, color, creed, citizenship, arrest or conviction record, use or nonuse of lawful products off the employer's premises during nonworking hours, current or former membership in the armed forces of the United States or Wisconsin including the National Guard or any other reserve component of the military, or any other reason prohibited by state or federal law.

Acts of discrimination are forbidden in all matters dealing with employees and applicants for positions with the District. This prohibition applies to, but is not limited to, recruiting, hiring, training, promotions, and matters included in any collective bargaining agreement.

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

Applicant forms, hiring practices and personnel administration are to be periodically reviewed and evaluated to identify and eliminate existing stereotypes and biases.

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 state and federal laws.

Exceptions to this policy may only be made in accordance with state and federal law.

**Legal Reference:** Sections 111.31-111.395, 118.195 and 118.20, Wisconsin Statutes  
Title VI and VII, Civil Rights Act of 1964 (as amended)  
Title IX, Education Amendments of 1972  
Section 504, Rehabilitation Act of 1973  
Age Discrimination Act; Pregnancy Discrimination Act  
Immigration Control and Reform Act  
Americans with Disabilities Act  
Civil Rights Act of 1991

**Cross Reference:** 221.00, Recruitment & Appointment of District Administrator  
411.00, Equal Educational Opportunities  
511.00AR1, Employee Discrimination Complaint Procedure  
511.00AR2, Employee Discrimination Complaint Procedure - Record

Section 500: Personnel Code #511.00 continued

of Complaints

512.00, Harassment

533.00, Professional Staff Recruiting/Hiring

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