

Equal Opportunity Employment

The Rib Lake School District is an equal opportunity employer. Personnel hiring and administration in the District are to be conducted so as not to unlawfully discriminate against applicant or employee on the basis of age, race, religion, sex (including sex-based stereotypes, gender identity, or transgender status), sexual orientation, disability, citizenship status, marital status, pregnancy, national origin, creed, color, political or religious affiliation, genetic information, ancestry, arrest or conviction record, military service, genetic information, use or nonuse of a lawful product off school premises during nonworking hours, declining to attend a meeting or participate in any communication about religious or political matters, the authorized use of family or medical leave or worker's compensation benefits, or any other reason prohibited by state or federal law. Specific state and federal laws and regulations further define the actions that do, or do not constitute unlawful discrimination, harassment or retaliation with respect to the various protected classes.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship to the District. The District shall also accommodate the religious beliefs or practices of an employee to the extent required by law.

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 and related complaint procedures shall be given in accordance with applicable legal requirements.

**LEGAL REFERENCES:**

Wisconsin Statutes

- Section 111.31 [declaration of fair employment policy]
- Section 111.321 [prohibited basis for discrimination]
- Section 111.322 [discriminatory actions prohibited]
- Section 118.195 [discrimination against handicapped teachers]
- Section 118.20 [teacher/administrator discrimination prohibited]

Federal Laws And Regulations

- Title IX, Education Amendments of 1972 [sex discrimination in employment in educational programs]
- Title VII of the Civil Rights Act of 1964 [employment discrimination based on race, color, religion, sex and national origin]
- Section 504 of the Rehabilitation Act of 1973 [employment discrimination based on handicap; reasonable accommodations]
- Age Discrimination Act of 1967 [age discrimination in employment]
- Pregnancy Discrimination Act [pregnancy discrimination in employment]
- Americans with Disabilities Act of 1990 [disability discrimination in employment; reasonable accommodations]
- Genetic Information Nondiscrimination Act of 2008 [employment discrimination based on genetic information]
- Uniformed Services Employment and Reemployment Rights Act (USERRA) [employment discrimination on the basis of military service]
- Immigration and Nationality Act (Title II, Chapter 8, Act 274B) [employment discrimination based on national origin and citizenship status]

**CROSS REFERENCES:**

512 Employee Harassment and Bullying  
Employee Handbook: Employment Discrimination Complaint Procedures  
Form: Employment Discrimination, Harassment, or Bullying Complaint

APPROVED: June 9, 2016