

EQUAL EMPLOYMENT OPPORTUNITIES

The School District of West Salem is an equal opportunity employer. Personnel hiring and other employment decisions made in the district shall be conducted so as not to discriminate against applicant or employee on the basis of age, race, gender or sexual orientation, marital status, national origin, handicap, disability, citizenship, creed, color, political affiliation, ancestry, membership in the national guard, state defense force or any other United States or Wisconsin reserve component of the military forces 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.

In accordance with state and federal law, reasonable accommodations shall be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the district.

Application forms, hiring practices and personnel administration shall be periodically evaluated relative to equal opportunity employment.

Discrimination complaints shall be processed in accordance with established procedures.

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
Equal Pay Act of 1963
Immigration Reform and Control Act
Age Discrimination in Employment Act of 1967,
as amended by the Older Workers Benefit Protection
Act of 1990
Civil Rights Act of 1991
Wisconsin Fair Employment Act, Wis. Stat. Sections
111.31 - 111.395
Wis. Stat. Section 118.195
Wis. Stat. Section 118.20

CROSS REF.: 511-Rule, Employee Discrimination Complaint
Procedures
111-Exhibit, Discrimination
Complaint/Harassment Form

APPROVED: August 22, 2005
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