

DE SOTO AREA SCHOOL DISTRICT

511

EQUAL EMPLOYMENT OPPORTUNITIES

The De Soto Area School District is an equal opportunity employer. Therefore, personnel hiring and administration in the District shall be conducted so as not to discriminate against employee or applicant on the basis of race, creed, political or religious affiliation, disability, sex or sexual orientation, age, national origin, citizenship, handicap, marital status, ancestry, color, arrest or conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or Wisconsin, use or nonuse of a lawful product off school premises during nonworking hours, or any other reason prohibited by state or 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.

Discrimination complaints shall be referred to the administrative staff and processed in accordance with established procedures.

LEGAL REF.: Titles VI and VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Title IX, Education Amendments of 1972
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Immigration Reform and Control Act of 1986
Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Sections 111.31 - 111.395 Wisconsin Statutes
118.195
118.20

CROSS REF.: 511-Rule, Employee Discrimination Complaint Procedures

APPROVED: April 14, 2008
