

Policy #: 511

SCHOOL DISTRICT OF WEBSTER

Date Adopted: April 25, 2022

Date Revised:

Policy Title: Equal Opportunity Employment and Nondiscrimination

The District is committed to equal employment opportunity in its personnel practices. Hiring and administration shall be conducted so as not to illegally discriminate against any applicant or employee on the basis of age, race, religion, sex, sexual orientation, disability, citizenship, marital status, pregnancy, national origin, creed, color, political or religious affiliation, ancestry, arrest or conviction record, military service, use or nonuse of a lawful product off school premises during non working hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, or any other reason prohibited by applicable law.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. A reasonable accommodation is a change or adjustment to job duties or work environment that permits a qualified applicant or employee with a disability to perform the essential functions of a position or enjoy the benefits and privileges of employment compared to those enjoyed by employees without disabilities. Employees desiring a reasonable accommodation should make such a request to their immediate supervisor, the District Administrator, or the District Administrator's designee.

The District shall also accommodate the religious practices of an employee to the extent required by law.

The District shall take initiatives to achieve equal employment opportunity in all personnel actions and procedures, including, but not limited to, recruitment, hiring, training, transfers, promotions, compensation, and other benefits. This policy is to be administered not only without prejudicial and discriminatory regard to any protected status which includes factors outlined above, but special efforts in recruitment and employment shall be taken to overcome barriers to equal employment opportunities.

Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures. The Board encourages the informal resolution of complaints. Notice of this policy shall be given in accordance with state and federal laws.

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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]
- [11 U.S.C. §525](#) [employment discrimination based on certain bankruptcy-related statuses and proceedings]