

## EQUAL OPPORTUNITY EMPLOYMENT

The Evansville Community School District shall not discriminate against employee or applicant on the basis of race, religion, political 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. Exceptions to this policy may only be made in accordance with state and federal law.

Application forms, hiring practices and personnel administration shall be evaluated on a regular basis relative to equal opportunity employment.

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

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 periodically published in local and school newspapers, incorporated into district application forms and published elsewhere as is necessary to give continuing notice. A notice shall also be posted in accordance with state and federal laws and regulations.

Legal Ref.: Titles VI and VII of the Civil Rights Acts of 1964, as  
amended by the Equal Employment Opportunity Act of 1972  
Title IX Regulation Implementation 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.: Discrimination Complaint Procedures