

EQUAL OPPORTUNITY EMPLOYMENT

The Evansville Community School District is an equal opportunity employer. Personnel hiring and administration of policies shall be conducted in a way that does not discriminate against employees or applicants on the basis of:

- race, religion, political or religious affiliation, disability, sexual orientation, gender expression, gender identity, gender non-conformity, age, national origin, citizenship, marital status, ancestry, color, creed, pregnancy
- arrest or conviction record not substantially related to a person's job or activity in the school, military service (including membership in the national guard, state defense force or any other United States or Wisconsin reserve component of the military forces)
- use or nonuse of a lawful product off school premises during nonworking 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.

Exceptions to this policy may only be made in accordance with state and federal law.

The Evansville Community School District ("District") does not discriminate on the basis of sex in its education programs or activities, and it is required by Title IX of the Education Amendments of 1972 and its implementing regulations in 34 C.F.R. Part 106 (collectively "Title IX"), Title VII of the Civil Rights Act of 1964 ("Title VII"), and the Wisconsin Fair Employment Act (Wis. Stat. §§111.31-111.395), not to discriminate in such a manner. The requirement not to discriminate in the District's education programs and activities extends to employment. Any person may report sex discrimination, including sexual harassment, (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator. Inquiries about the application of Title IX may be referred to the Title IX Coordinator or the Assistant Secretary for Civil Rights of the United States Department of Education, or both. Contact information for the Title IX Coordinator is provided below.

Business Manager
340 Fair Street, Evansville, WI 53536
608-882-3383
merathj@evansville.k12.wi.us

Reasonable accommodations shall be made for qualified individuals with a disability unless such accommodations would impose an undue hardship to the District as determined by the District

Administrator. 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 the District Administrator, or the District Administrator's designee.

The District shall take initiatives to provide 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 the factors outlined above, but special efforts in recruitment and employment shall be taken to overcome barriers to equal employment opportunities.

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. The administrative staff shall be responsible for effectively implementing all nondiscrimination policies.

Legal Ref.: Sections 111.31 – 111.395 Wisconsin Statutes (Fair Employment)
118.195 (Discrimination Against Handicapped Teachers Prohibited)
118.20 (Teacher Discrimination Prohibited)
Titles VI and VII of the Civil Rights Acts of 1964
Title IX Education Amendments of 1972
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Pregnancy Discrimination Act
Immigration and Nationality Act
Americans with Disabilities Act of 1990
Genetic Information Nondiscrimination Act of 2008
Civil Rights Act of 1991
Title IX regulations, 34 C.F.R. Part 106
Title VII of the Civil Rights Act of 1964
Wis. Stat. §§ 111.31-111.395

Local Ref.: Policy #511.1 – Employee Discrimination Complaint Procedures
Policy #511.12 – Title IX Prohibition of Sexual Harassment Against Employees
Policy #512 – Employee Harassment
Policy #533 – Staff Recruitment and Hiring
Policy #533.1 – Criminal Background Checks