

Policies of the Board of Education

Section E Personnel

EQUAL OPPORTUNITY EMPLOYMENT

500.2

Personnel hiring and administration in the Lake Country School District shall be conducted so as not to discriminate against employee or applicant on the basis of race, creed, disability, use or nonuse of lawful products off the employer's premises during nonworking hours, citizenship, pregnancy, religion, political affiliation, sex, or sexual orientation, age, national origin, 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 Wisconsin or the United States, or any other reason prohibited by state or federal law. This policy also endorses the ability of staff members to practice their religious beliefs without interfering with the learning of students.

This policy covers, but is not limited to, recruiting, hiring, training and promotion of persons in all job classifications and employee compensation, benefits, transfers, layoffs, return from layoffs, sponsored training programs, in-service education, tuition assistance, social and recreational programs and co-curricular as well as extracurricular assignments.

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

The district administrator of schools has overall responsibility for implementation of this policy and has the authority to develop and maintain effective personnel and reporting procedures.

Copies of this policy shall be made available to job applicants and employees and incorporated into district application forms and published elsewhere as is necessary to give continuing notice.

LEGAL REFS.:

Sections 111.31-111.395 Wisconsin Statutes  
118.195  
118.20

Titles VI and VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Title IX, Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1972

Age Discrimination Act of 1975

Pregnancy Discrimination Act-42 U.S.C.s. 2000c

Immigration Control and Reform Act of 1986

Civil Rights Act of 1991

Adopted by the School Board December 7, 1992

Reviewed by LCS Legal Counsel: June, 2005

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