

## EQUAL OPPORTUNITY EMPLOYMENT

Personnel hiring and administration in the West Bend School District shall be conducted so as not to unlawfully discriminate against an employee or applicant on the basis of sex, sexual orientation, race, national origin, ancestry, color, age, creed, religion, pregnancy, marital or parental status, or physical, mental, emotional or learning disability, arrest record, 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, use or nonuse of lawful products off the employer's premises during nonworking hours, or any other reason prohibited by state or federal law.

It is the intent of the West Bend School District to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. In keeping with the requirements of federal and state law, the West Bend School District shall strive to remove any vestige of discrimination in employment, assignment, and promotion of personnel. The district administrator/designee shall notify applicants for employment and employees of district nondiscrimination policies and established complaint procedures, and shall annually publish a notice to that effect.

Complaints regarding the interpretation or application of this policy shall be processed in accordance with established procedures. All complaints of discrimination will be investigated in a prompt and thorough manner. Complaints and their resolution shall be kept confidential to the extent possible. If it is determined that discriminatory conduct has occurred, the District will take all appropriate action necessary to end the discriminatory conduct and to prevent such conduct from reoccurring. This action may include discipline up to and including termination of employment.

LEGAL REFERENCE:        WISCONSIN STATUTES  
                                       103.10  
                                       111.31-111.395  
                                       111.70, 118.195  
                                       118.13, 118.20

Title VI of the Civil Rights act of 1964 as amended by the Equal  
                                       Employment Opportunity Act of 1972, 42 U.S.C. § 2000e  
                                       Rehabilitation Act of 1973, 29 U.S.C. § 991 et seq.  
                                       Age Discrimination in Employment Act of 1975, as amended 29  
                                       U.S.C. § 621 et seq.  
                                       Americans with Disabilities Act  
                                       of 1990, 42 U.S.C. §12101, et seq.  
                                       Family and Medical Leave Act of 1993  
                                       Immigration Reform and Control Act of 1991, 8 U.S.C. § 1324A  
                                       Uniformed Services Employment and Reemployment Rights Act