

EQUAL EMPLOYMENT OPPORTUNITIES

The Marathon City School District is an equal opportunity employer. It is the policy of the Marathon City School District that personnel hiring and administration in the district shall be conducted so not to discriminate against applicant or employee on the basis of age, sex, race, handicap, national origin, religion, creed, color, disability, marital status, ancestry, sexual orientation, arrest record, conviction record, citizenship, political affiliation (teachers only), 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 lawful products off the employer's premises during nonworking hours or other reason prohibited by state or federal law. 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 responsibility for compliance with this policy rests with the District Administrator. In accordance with law, the district has an internal grievance procedure for dealing with allegations of discrimination.

The Marathon City School District shall implement specific and continuing steps to notify applicants for employment, employees, sources of referral of applicants for employment and all unions and professional organizations holding collective bargaining or professional agreements with the district that the district does not discriminate on the basis of the factors listed above. Such notification shall contain pertinent information and be made in such a manner as necessary to apprise such persons/groups of the protections against discrimination assured applicants and employees by federal and state law and that inquiries concerning the application of federal and state law by the district may be referred to the District Administrator or to the Office of Civil Rights, Equal Rights Division of the Department of Workforce Development, the State Superintendent of Public Instruction (teachers only) and/or courts having proper jurisdiction. Such notification shall be made through publication in the Record Review (published in Abbotsford, WI), memorandums to employees, notices posted in the school and administrative offices and on any application forms for employment utilized by the district. Notification shall include the name, office address and telephone number of the employee or employees designated as responsible for carrying out provisions of federal and state law.

The Marathon City School District shall conduct an annual self-evaluation. The self-evaluation shall examine the district's current nondiscrimination policies and practices and efforts concerning the treatment of applicants and employees. The self-evaluation shall be made by a committee including such personnel as school administrators, school board members, teachers, parents/guardians and students. The information revealed by the self-evaluation shall be used to modify any policies and/or practices which do not meet the requirements and intentions of federal and state laws pertaining to discriminatory issues.

LEGAL REF.: Title IX, Education Amendments of 1972
Titles VI and VII, Civil Rights Act of 1964
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1967
Americans with Disabilities Act of 1990
Immigration Reform and Control Act
Civil Rights Act of 1991
Sections 111.31 - 111.395 Wisconsin Statutes
118.195
118.20

CROSS REF.: Board Rule 511, Employee Discrimination Complaint
Procedures

APPROVED: October 13, 1999