

SCHOOL DISTRICT OF BAYFIELD  
EQUAL OPPORTUNITY EMPLOYMENT

The School District of Bayfield is an equal opportunity employer. The District provides fair and equal treatment to and forbids acts of discrimination against properly qualified individuals in all employment matters regardless of:

1. Creed, handicap, marital or parental status, age, pregnancy, sex, race, ancestry, religion, color, national origin, sexual orientation, arrest record, conviction record (except when substantially related to the circumstances of the job), membership in the National Guard, state defense force or any other reserve component of the military forces of the United States or Wisconsin, or use or nonuse of lawful products off the employers' premises during nonworking hours;
2. Physical, mental, emotional or learning disability or handicap;
3. Citizenship;
4. Political or religious affiliation.

It is the Board's policy to further the principle of equal employment opportunity in all actions affecting employees and applicants. The policy covers, but is not limited to, recruiting, hiring, training and promotion of persons in all job classifications, employee compensation, benefits, transfers, layoffs, return from layoffs, training programs, inservice, tuition assistance, social/recreational programs and work, and co-curricular 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 is responsible for implementation of this policy and has the authority to develop and maintain effective personnel policies and reporting procedures. Application forms, hiring practices and personnel administration shall be periodically evaluated to identify and eliminate existing stereotypes and biases.

Requests for additional information concerning the policy and reports of probable or alleged violations of the policies may be directed to the District Administrator of the School District of Bayfield. Complaints shall be processed in accordance with established procedures.

LEGAL REF.: Sections 111.31 - 111.395 Wisconsin Statutes  
118.195  
118.20  
Civil Rights Act of 1964, Title VI, Title VII  
Equal Employment Opportunity Act of 1972, Title VII  
Education Amendments of 1972, Title IX (P.L. 92-318)  
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  
EEOC Guidelines – 29 C.F.R. – Part 1604.11

CROSS REF.: Policy 112 Nondiscrimination  
Policy 411 Exhibit (1), Discrimination Complaint Form  
Policy 112.1 Discrimination on the Basis of Handicap (Section 504)  
Policy 112.1 Exhibit Section 504 Complaint Form  
Policy 112.1 Rule Title IX/Section 504 Complaint Procedure  
Policy 112.2 Discrimination on the Basis of Sex (Title IX)  
Policy 112.2 Exhibit Title IX Complaint Form  
Policy 512 Employee Discrimination and Harassment  
Policy 512 Rule Employee Discrimination and Harassment  
Reporting Procedures

APPROVED: November 9, 1992  
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