

# SCHOOL DISTRICT OF PITTSVILLE BOARD POLICY

## PERSONNEL

### PERSONNEL POLICY GOALS

### EQUAL EMPLOYMENT OPPORTUNITY

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The School District of Pittsville is committed to equal employment opportunity in its personnel practices. Hiring and administration shall be conducted so as not to illegally discriminate against any applicant or employee on the basis of age, race, sex, religion, sexual orientation, disability, citizenship, marital status, pregnancy, national origin, creed, color, political affiliation, ancestry, arrest or conviction record, military service, 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.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. 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 their immediate supervisor, the District Administrator, or the District Administrator's designee.

Complaints regarding the interpretation or application of this policy shall be referred to the District Compliance Officer and processed in accordance with established procedures. The Board encourages the informal resolution of complaints. Notice of this policy shall be given in accordance with state and federal laws.

The following individual is designated to serve as the District's Compliance Officer:

*Danielle Wilke, Director of Student Services/Title IX Coordinator*  
5459 Elementary Avenue, Suite 2, Pittsville, WI 54466  
715-884-5233

### LEGAL REFERENCES:

#### Wisconsin Statutes

~~Sections 111.31-111.395 – Fair Employment~~

<a href="#">Section 111.31</a>	[declaration of fair employment policy]
<a href="#">Section 111.321</a>	[prohibited basis for discrimination]
<a href="#">Section 111.322</a>	[discriminatory actions prohibited]
<a href="#">Section 118.195</a>	[discrimination against handicapped teachers]
<a href="#">Section 118.20</a>	[teacher/administrator discrimination prohibited]

#### Federal Statutes ~~Laws~~ and Regulations

~~Titles VI and VII of the Civil Rights Act of 1964~~

~~Title IX, Education Amendments of 1972~~

~~Section 504, Rehabilitation Act of 1973~~

~~Age Discrimination Act of 1975~~

~~Pregnancy Discrimination Act~~

~~Immigration Control and Reform Act~~

~~Americans with Disabilities Act of 1990 (as amended)~~

~~Civil Rights Act of 1991~~

<a href="#">20 U.S.C. §1681 et seq.</a>	[Title IX of the Education Amendments of 1972, as amended, prohibiting sex discrimination in federally-supported educational programs; implementing regulations at <a href="#">34 C.F.R. Part 106</a> ]
<a href="#">42 U.S.C. §2000e et seq.</a>	[Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination based race, color, national origin, sex, pregnancy, and religion; implementing regulations at <a href="#">29 C.F.R. Ch. XIV</a> ]
<a href="#">42 U.S.C. §2000d et seq.</a>	[Title VI of the Civil Rights Act of 1964, as amended, prohibiting discrimination on the basis of race, color, or national origin in any program or activity that receives federal funds; implementing regulations at <a href="#">28 C.F.R. Part 42, Subpart C</a> ]

<a href="#"><u>42 U.S.C. §12111 et seq.</u></a>	[The Americans with Disabilities Act, Title I, as amended, prohibiting employment discrimination based on a qualifying disability; implementing regulations at 29 C.F.R. <a href="#"><u>Part 1602</u></a> and <a href="#"><u>Part 1630</u></a> ]
<a href="#"><u>42 U.S.C. §12131 et seq.</u></a>	[The Americans with Disabilities Act, Title II, as amended, nondiscrimination based on disability by state and local governments; implementing regulations at <a href="#"><u>28 C.F.R. Part 35</u></a> ]
<a href="#"><u>42 U.S.C. §2000ff et seq.</u></a>	[Genetic Information Nondiscrimination Act, as amended; implementing regulations at <a href="#"><u>29 C.F.R. Part 1635</u></a> ]
<a href="#"><u>29 U.S.C. §794 et seq.</u></a>	[Section 504 of the Rehabilitation Act of 1973, as amended, prohibiting discrimination based on a qualifying disability by recipients of federal funds; implementing regulations at <a href="#"><u>34 C.F.R. Part 104</u></a> , <a href="#"><u>28 C.F.R. Part 42, Subpart G</u></a> , and <a href="#"><u>29 C.F.R. Part 1640</u></a> ]
<a href="#"><u>29 U.S.C. §621 et seq.</u></a>	[Age Discrimination in Employment Act, as amended; implementing regulations at <a href="#"><u>29 C.F.R. Parts 1625 to 1627</u></a> ]
<a href="#"><u>38 U.S.C. 4301 et seq.</u></a>	[Uniformed Services Employment and Reemployment Rights Act, as amended; implementing regulations at <a href="#"><u>20 C.F.R. Part 1002</u></a> ]
<a href="#"><u>8 U.S.C. §1324b(a)</u></a>	[prohibiting employment discrimination based on national origin and citizenship status; implementing regulations at <a href="#"><u>28 C.F.R. Part 44</u></a> ]
<a href="#"><u>11 U.S.C. §525</u></a>	[employment discrimination based on certain bankruptcy-related statuses and proceedings]

**Cross Reference**

511-Rule	Employee Discrimination/Harassment Complaint Procedures
512	Employee Harassment

*First Reading of Updates:* ~~\_\_\_\_\_~~ *July 13, 2020*

*Second Reading/Approval of Updates:* ~~\_\_\_\_\_~~ *August 10, 2020*

*First Reading/Approval of Updates:* ~~\_\_\_\_\_~~ *July 8, 2024*