

**SERIES 500
PERSONNEL**

511

EQUAL OPPORTUNITY EMPLOYMENT

The Marshall Public School District is an equal opportunity employer. Personnel hiring and administration in the District are to be conducted so as not to discriminate against applicant or employee on the basis of age, race, sex (which includes gender identity, gender expression, transgender status, and gender non-conforming behaviors), or sexual orientation, disability/handicap, citizenship status, marital status, pregnancy, national origin, creed, color, political affiliation, genetic information, 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 participate in any communication about religious or political matters, or any other reason prohibited by state or federal law. Exceptions to this policy will only be made in accordance with state and federal laws.

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 shall also accommodate the religious practices of an employee to the extent required by law.

Complaints regarding the interpretation or application of this policy shall be referred to the District Administrator and processed in accordance with the District's Grievance Policy and Procedures. Notice of this policy and related complaint procedures shall be given in accordance with applicable legal requirements.

Legal References: Sections 111.31 - 111.395 Wisconsin Statutes
 118.195
 118.20
 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

Cross References: Board Rule 112, General Discrimination Complaint Procedures
 Board Exhibit 112, Discrimination Complaint Form
 511.1, Employee Sexual Harassment

Date of Adoption: October 23, 1996

Date of Revision: March 20, 2002
 August 29, 2016