

EQUAL OPPORTUNITY EMPLOYMENT

The District is committed to equal employment opportunity in its employment practices. Personnel hiring and administration in the District shall be conducted so as not to unlawfully discriminate against an employee or applicant for employment on the basis of age, race, religion, sex or sexual orientation, disability, citizenship, marital status, pregnancy, national origin, creed, color, political or religious 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 or other factor prohibited by state or federal law.

The individual below, or his or her designee, is designated and authorized to serve as the District's Title IX Coordinator/Compliance Officer:

Building Principal
Granton Area School District
217 North Main Street
Granton, WI 54436
Telephone: 715-238-7292

The District shall take initiatives to achieve equal opportunity employment and will not discriminate against any person on the basis of a legally-protected status or classification; in all personnel actions and procedures including, but not limited to, recruitment, selection, promotion, evaluation, training, transfers, termination, compensation and other benefits; and a harassment-free work environment.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship to the District. The District shall also accommodate the religious beliefs or practices of an employee to the extent required by law. This policy shall not be interpreted to prohibit the District from implementing any employment practice that is allowable under law.

Notice and Implementation

Complaints regarding the interpretation or application of this policy shall be referred and processed in accordance with established procedures. Chapter 7, Section B addresses reports or complaints of discrimination related to employees. Chapter 1, Section F addresses reports or complaints of sexual harassment against employees under state and federal laws, except Title IX sexual harassment. Chapter 7, Section BB addresses reports or formal complaints of Title IX sexual harassment against employees.

Notice of this policy shall be given in accordance with applicable legal requirements.

Adopted: February 10, 1981
Revised: February 14, 2012, December 9, 2013, September 14, 2020

Legal Section 111.31-111.395 Wisconsin Statutes; 118.195; 118.20
References: Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Title IX, Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Age Discrimination Act of 1967; Pregnancy Discrimination Act (42 U.S.C. s. 2000c); Americans with Disabilities Act of 1990; Genetic Information Nondiscrimination Act of 2008; Uniformed Services Employment and Reemployment Rights Act (USERRA) Immigration and Nationality Act (Title II, Chapter 8, Act 274B)