

**School District of Florence County**  
**BOARD OF EDUCATION POLICIES**

Reference \_\_\_\_\_ GBA

Page \_\_\_\_\_

**EQUAL EMPLOYMENT OPPORTUNITIES**

The School District of Florence County is an equal opportunity employer. The appointment of any person to any position and the administration of personnel shall be conducted so as not to discriminate against an applicant or employee on the basis of age, race, sex or sexual orientation, marital status, national origin, handicap, creed, color, political affiliation, ancestry, arrest or conviction record, membership in the national guard, state defense force or any other United States or Wisconsin reserve component of the military forces or any other reason prohibited by state or federal law.

Copies of this policy shall be made available to students, parents/guardians, job applicants and employees. Notice of this policy shall be published in local and school newspapers, incorporated into district application forms and published elsewhere as necessary to give continuing notice.

Discrimination complaints shall be processed in accordance with established procedures.

Legal Reference: Title IX, Education Amendments of 1972  
Title VI, Civil Rights Act of 1964  
Section 504, Rehabilitation Act of 1973  
Age Discrimination Act of 1967  
Sections 111.31 - 111.395 Wisconsin Statutes  
118.195  
118.20

Adopted 2-11-91