

BARNEVELD SCHOOL DISTRICT

EQUAL OPPORTUNITY EMPLOYMENT

The Barneveld 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 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.

The District does not discriminate on the basis of HIV infection or association with another person with HIV infection. In accordance with the ADA, an employee with HIV infection is welcome to continue working as long as he or she is able to perform the essential functions of the position, with reasonable accommodations if necessary.

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.

The Barneveld School District does not discriminate on the basis of sex, race, color, religion, creed, age, national origin, ancestry, pregnancy, marital status, sexual orientation, or disability.

Legal Ref.: [Section 111.31](#) [Wisconsin Statutes](#)
[Section 111.321](#)
[Section 111.322](#)
[Section 118.195](#)
[Section 118.20](#)

Federal Laws and Regulations:
[Title IX, Education Amendments of 1972](#)
[Title VII of the Civil Rights Act of 1964](#)
[Section 504 of the Rehabilitation Act of 1973](#)
[Age Discrimination Act of 1967](#)
[Pregnancy Discrimination Act](#)
[Americans with Disabilities Act of 1990](#)
[Genetic Information Nondiscrimination Act of 2008](#)
[Immigration and Nationality Act \(Title II, Chapter 8, Act 274B\)](#)

Cross Ref.: [Policy 511-Rule – Employee Discrimination Complain Form](#)
 – [Investigation/Determination Checklist](#)

Approved: February 12, 2014