

## EQUAL OPPORTUNITY EMPLOYMENT

- I. The Port Washington Saukville School District is an equal opportunity employer. When hiring personnel, the District shall not discriminate against any 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 may only be made in accordance with State and Federal laws.
- II. 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.
- III. Complaints regarding the interpretation or application of this policy shall be referred to the District's compliance officer as designated by the Superintendent, whose responsibility shall be to ensure compliance with Federal and State regulations and that the complaints are dealt with promptly in accordance with law.

### Legal References:

Sections 111.31, 111.321, 111.322, 118.195, 118.20, Wis. Stats.

### Cross References:

Board Policy 3122 – Statement of Nondiscriminatory Practice

Adopted: 1/09/12

Revised: 3/12/15

The Port Washington-Saukville School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Director of Special Services, Port Washington-Saukville School District, 100 W. Monroe Street, Port Washington, WI 53074 - Duane.Woelfel@pwssd.k12.wi.us