

## Equal Opportunity Employment

The South Shore School District is an equal opportunity employer. Personnel hiring and administration in the district shall be conducted so as not to discriminate against applicant or employee on the basis of sex, race, color, religion, national origin, ancestry, creed, age, pregnancy, marital status or parental status, sexual orientation, gender identity, physical, mental, emotional, or learning disability, or other basis prohibited under state or federal law, or arrest or conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or State of Wisconsin, "or use or nonuse of lawful products off the employer's premises during nonworking hours", or any other reason prohibited by state or federal law. The district will carefully and systematically examine all of its employment policies and practices to be sure they do not either purposely or inadvertently operate to the detriment of any persons.

Reasonable accommodations shall be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the District.

Application forms, hiring practices and personnel administration shall be periodically evaluated relative to equal opportunity employment.

Discrimination complaints shall be processed in accordance with established procedures.

The administrative staff shall be responsible for effectively implementing all nondiscrimination policies.

LEGAL REF.: 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  
 Civil Rights Act of 1991  
 Immigration Control and Reform Act

Sections	111.31-111.395	Wisconsin Statutes
	118.195	
	118.20	

## 511 Equal Opportunity Employment

Page 2

CROSS REF.: 112-Rule General Complaint Procedures  
(Discrimination)

SSEA Contract  
SSEA Non-Certified Contract

APPROVED: December 15, 1989

REVISED: April 22, 1992  
August 19, 1993  
April 23, 2008  
July 20, 2016