

# SCHOOL DISTRICT OF PITTSVILLE BOARD POLICY

## PERSONNEL

### PERSONNEL GOALS

### EQUAL EMPLOYMENT OPPORTUNITY

511

The School District of Pittsville is committed to equal employment opportunity in its personnel practices. Hiring and administration shall be conducted so as not to illegally discriminate against any applicant or employee on the basis of age, race, sex, religion, sexual orientation, disability, citizenship, marital status, pregnancy, national origin, creed, color, political 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, the authorized use of family or medical leave or worker's compensation benefits, genetic information, or any other reason prohibited by applicable law.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. A reasonable accommodation is a change or adjustment to job duties or work environment that permits a qualified applicant or employee with a disability to perform the essential functions of a position or enjoy the benefits and privileges of employment compared to those enjoyed by employees without disabilities. Employees desiring a reasonable accommodation should make such a request to their immediate supervisor, the District Administrator, or the District Administrator's designee.

Complaints regarding the interpretation or application of this policy shall be referred to the District Administrator **Compliance Officer** and processed in accordance with established procedures. The Board encourages the informal resolution of complaints. Notice of this policy shall be given in accordance with state and federal laws.

**The following individual is designated to serve as the District's Compliance Officer:**

Matthew Sherwood  
Director of Special Education and Pupil Services  
Title IX Coordinator  
5459 Elementary Avenue, Suite 2  
Pittsville, WI 54466  
715-884-2517 Ext 225

### LEGAL REFERENCES:

#### *Wisconsin Statutes*

*Sections 111.31-111.395*

*Fair Employment*

*Section 118.195*

*Prohibition on discrimination against handicapped teachers*

*Section 118.20*

*Teacher discrimination prohibited*

#### *Federal Statutes*

*Titles VI and VII of the Civil Rights Act of 1964*

*Title IX, Education Amendments of 1972*

*Section 504, Rehabilitation Act of 1973*

*Age Discrimination Act of 1975*

*Pregnancy Discrimination Act*

*Immigration Control and Reform Act*

*Americans with Disabilities Act of 1990 (as amended)*

*Civil Rights Act of 1991*

**SCHOOL BOARD POLICY #512 - Rule  
Harassment (Including Sexual Harassment)**

***Cross Reference***

511-Rule      *Employee Discrimination/Harassment Complaint Procedures*  
512            *Employee Harassment*

~~1<sup>st</sup> Reading: December 9, 2013~~

~~2<sup>nd</sup> Reading and Approval: January 13, 2014~~

*First Reading of Updates:                      July 13, 2020*

*Second Reading/Approval of Updates:    August 10, 2020*