

EQUAL EMPLOYMENT OPPORTUNITIES

The Rice Lake Area School District is an equal opportunity employer. Therefore, with respect to employment and personnel operations, the Rice Lake Area School District does not discriminate on the basis of religion, race, creed, color, national origin, ancestry, age, sex, marital status, handicap, disability, genetic information, arrest or conviction record(not substantially related to a person's job or activity in the school), political beliefs, sexual orientation, citizenship, pregnancy, military service, or use or nonuse of lawful products off the employer's premises during nonworking hours, or declining to attend a meeting or to participate in any communication about religious matters or political matters, or any other reason prohibited by state or federal law. Employees shall function in a harassment-free work atmosphere and enjoy working conditions free from physical, verbal, or psychological harassment.

Reasonable accommodations will be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the School District. A reasonable accommodation is any change or adjustment to a job or work environment that permits a qualified applicant or employee with a handicap or disability to perform the essential functions of a job or enjoy the benefits and privileges of employment equal to those enjoyed by employees without disabilities.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race and national origin), Title IX of the Education Amendments of 1972 (sex), and Section 504 of the Rehabilitation Act of 1973 (handicap).

It is the intent of the Rice Lake Area School District to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, procedures, regulations, and operations. State and Federal laws further define the actions that do, or do not, constitute unlawful discrimination, harassment or retaliation with respect to the various protected classes, and it is the intent of this policy to adhere to those laws. Discrimination complaints will be processed in accordance with established procedures.

DISABILITY NON-DISCRIMINATION POLICY

The Rice Lake Area School District is committed to equal opportunity for all employees. No qualified individual with a disability shall, on the basis of disability, be excluded from the participation in or be denied the benefits of the services, programs, or activities of the school district, or be subject to discrimination by the District. Individuals with disabilities will be provided the opportunity to participate in or benefit from the District's activities. Reasonable modification and differences will be made to accommodate a person with disability to assure that the individual's participation is equal to that given to non-disabled persons.

It shall be the responsibility of the Superintendent to examine policies and develop new policies where needed to ensure the Rice Lake Area School District does not discriminate pursuant to state and federal law. The Superintendent shall ensure that an employee, identified as the District Compliance Officer, is designated annually to receive complaints filed under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, 1990. That employee shall

assure implementation of a complaint procedure to resolve complaints alleging violation of these laws. A non-discrimination notice will be published and available to all parents, students, employees, and the public.

Discrimination complaints shall be processed in accordance with established procedures found in Administrative Rule 813. In addition, individuals may file a complaint under this section directly with the U.S. Dept. of Education, Office of Civil Rights, at the following address.

Legal Ref: Section 111.31 – 111.395 Wisconsin Statutes
 Section 118.195 Wisconsin Statute
 Section 118.20 Wisconsin Statute
 Title VI and Title VII of the Civil Rights Act of 1964
 Title IX of the Education Amendments of 1972
 Section 504 of the Rehabilitation Act of 1973
 American with Disabilities Act of 1990

Cross Ref: 813 Rule Discrimination Complaint Procedures; 830 Use of School Facilities

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