

**EQUAL OPPORTUNITY EMPLOYMENT/
COMPLAINT PROCEDURES**

- A. The School District of New London is an equal opportunity employer. Therefore, personnel hiring and administration in the School District of New London will be conducted so as not to discriminate against employee or applicant on the basis of age, race, religion, disability/handicap, color, national origin, ancestry, creed, pregnancy, marital status, citizenship status, sex or sexual orientation, arrest or conviction record, genetic information, military service, use or nonuse of lawful products off the district's premises during nonworking hours, and declining to attend a meeting or participate in any communication about religious or political matters or any other reason prohibited by state or federal laws.
- B. 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.
- C. The district shall accommodate the religious practices of employees to the extent required by law.
- D. It is the intent of the School District of New London to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Discrimination complaints will be processed in accordance with established procedures. Exceptions may be only made in accordance with state and federal laws.
- E. Any employee or applicant for employment who believes that the district or any part of the school organization has in some way violated the district's equal opportunity employment policy may bring forward a complaint in accordance with the procedures established.

ADOPTION DATE: May 9, 2005

REVISION DATE(S): May 11, 2015; February 12, 2018

REVIEW DATE(S):

CROSS-REFERENCE: Administrative Guideline

LEGAL REFERENCE: Titles VI and VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Title IX Regulation Implementing Education Amendments of 1972
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Americans with Disabilities Act of 1990
Civil Rights Act of 1991
Immigration Reform and Control Act
Sections 111.31-111.395 Wisconsin Statutes
Section 118.195 Wisconsin Statutes
Section 118.20 Wisconsin Statutes