

Personnel**General Personnel Policies****Equal Opportunity Employment**

The Watertown Unified School District is an equal opportunity employer. Personnel hiring and administration in the District are to be conducted so as not to discriminate against applicant or employee on the basis of age, race, religion, sex or sexual orientation, disability/handicap, citizenship status, marital status, pregnancy, national origin, creed, color, political or religious affiliation, genetic information, ancestry, arrest or conviction record, military service, use or non-use of a lawful product off school premises during non-working 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.

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.

Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures. Notice of this policy and related complaint procedures shall be given in accordance with applicable legal requirements.

Legal Reference:

- Wisconsin Statute 111.31**
- Wisconsin Statute 111.321**
- Wisconsin Statute 111.322**
- Wisconsin Statute 118.195**
- Wisconsin Statute 118.20**
- Federal Law – Title IX, Education Amendments of 1972**
- Federal Law – Title VII of the Civil Rights Act of 1964**
- Federal Law – Section 504 of the Rehabilitation Act of 1973**
- Federal Law – Age Discrimination Act of 1967**
- Federal Law – Pregnancy Discrimination Act**
- Federal Law – Americans with Disabilities Act of 1990**
- Federal Law – Genetic Information Nondiscrimination Act of 2008**
- Federal Law – Immigration and Nationality Act (Title II, Chapter 8k Act 274B)**

Policy Approved: August 19, 1987

Policy Revised: January 23, 1997
January 31, 2002
August 25, 2014