

## **SERIES 500 – PERSONNEL**

### **Personnel Policies and Goals - 510**

#### **Equal Opportunity Employment – (511)**

The Norwalk-Ontario-Wilton School District is an equal opportunity employer. Personnel hiring and administration in the district shall be conducted so as not to discriminate against an applicant or employee on the basis of age, race, sex, or sexual orientation, marital status, national origin, citizenship, disability, handicap, religious affiliation, color, political affiliation, ancestry, 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 Wisconsin, use or non-use of lawful products, off the employer's premises during non-working hours, or any other reason prohibited by state or federal law. The district will carefully and systematically examine all of its employment practices and policies to be sure they do not either purposely or inadvertently operate to the detriment of any persons.

Application forms and hiring practices shall be periodically evaluated relative to equal opportunity employment

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

Legal Reference:       Americans with Disabilities Act of 1990  
                              Civil Rights act of 1991  
                              Title IX, Education Amendments of 1972  
                              Title VI & Title VII, Civil Rights Act of 1964  
                              Section 504, Rehabilitation act of 1973  
                              Age Discrimination Act of 1967  
                              Sections 111.31 - 111.395, 118.195, 118.20 Wisconsin Statutes  
                              Immigration Reform and Control Act

Cross Reference:       Policy #167 – Handling of Complaints

Approved:       1/16/12