

MENOMINEE INDIAN SCHOOL DISTRICT

511

EQUAL EMPLOYMENT OPPORTUNITIES

The Menominee Indian School District is an equal opportunity employer. The District prohibits discrimination in regard to hire, term, condition, or privilege of employment because of age, race, creed, color, citizenship, disability, handicap, sex or sexual orientation, marital status, religious or political beliefs, national origin or ancestry, arrest or conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of Wisconsin or the United States, use or nonuse of lawful products off school premises during nonworking hours or any other reason prohibited by state or federal law.

Reasonable accommodations shall be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the District.

Selection of employees shall be based on the following qualifications: (1) training and certification, (2) demonstrated professional competency, and (3) ability to perform the essential functions of the position. Given that all qualifications are equal, preference in the selection process shall be given to candidates using the following sequential criteria: (1) member of the Menominee Nation, (2) Native American, (3) resident of the Menominee Reservation, (4) others.

Discrimination complaints shall be processed in accordance with established procedures.

LEGAL REF.: Titles VI and VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972
Title IX, Education Amendments of 1972
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1975
Immigration Reform and Control Act of 1986
Americans with Disabilities Act of 1990
Civil Rights Act of 1991

POLICY #511
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Sections 111.31 - 111.395 Wisconsin Statutes
118.195
118.20

CROSS REF.: 511-Rule, Employee Discrimination Complaint
Procedures

APPROVED: October 1981

REVISED: March 1996
July 1996
September 1996
February 26, 2003
January 7, 2004