

Sparta Area School District

Article 319 - Equal Employment Opportunity

The Sparta Area School District shall take action to achieve equal employment opportunity in all personnel matters and procedures, including, but not limited to: recruitment, hiring, training, transfers, promotions, compensation and other benefits. To accomplish this task, the District shall not discriminate against properly qualified individuals by reason of their age, race, religion, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest record, conviction record, membership in the National Guard, state defensive force of any other reserve component of the military forces of the United States or this state or use or nonuse of lawful products off the employer's premises during non-working hours, or any other factor outlined in state or federal law.

This policy prohibiting discrimination in employment includes, but is not limited to, the following:

- A. The District will fill employment vacancies with applicants who possess necessary skills, education and experience, and will do so without regard to any of the discrimination factors outlined above.
- B. The District will promote, upgrade, transfer or demote, recruit, advertise or solicit for employment, without regard to any of the discrimination factors outlined above.
- C. The District will endeavor to train during employment and to select for training, including apprenticeship programs, without regard to any of the discrimination factors outlined above.
- D. No employee shall aid, abet, compel, coerce or conspire to discharge or cause another employee to resign, because of any of the discrimination factors outlined above.
- E. The District will endeavor to establish rates of pay and terms, conditions or privileges of employment including but not limited to compensation, benefits, lay-off or termination, return from lay-offs and educational assistance programs, without regard to any of the discrimination factors outlined above.

Any District employee found to be guilty of deliberate illegal discrimination based on any of the discrimination factors outlined above shall be subject to disciplinary action up to and including dismissal. The District will not retaliate or in any other way take action against an employee for presenting a complaint of discrimination to the District.

The superintendent shall serve as the District's Affirmative Action/Equal Employment Opportunities Officer and shall receive and investigate all formal complaints. See Administrative Rule 319 Discrimination Complaint Procedure.

Legal Reference: Title VI of the Civil Rights Act of 1964
Title VII of the Civil Rights Act of 1964
Title IX of the Educational Amendments of 1972
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Age Discrimination Act of 1975
Civil Rights Act of 1991
Wisconsin Statutes:
111.32 – 111.39
118.195
118.20

Cross Reference: Article 329 - Harassment of Personnel
Administrative Rule 319 – Employee Discrimination
Complaint Procedures

Approved:

Revised: May 25, 2004