

**SCHOOL DISTRICT OF RIVER FALLS  
River Falls, Wisconsin 54022**

511  
(formerly GBA)

**EQUAL OPPORTUNITY EMPLOYMENT**

Personnel hiring and administration in the School District of River Falls shall be conducted so as not to discriminate against employee or applicant on the basis of race, religion, political affiliation, sex or sexual orientation, age, national origin, handicap, marital status, ancestry, color, 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, creed, disability, citizenship, pregnancy or use or nonuse of lawful products off the employer's 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 on the District.

It is the intent of the District 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 shall be processed in accordance with established procedures.

LEGAL REF.: Sections 111.31-111.395 Wisconsin Statutes  
118.195  
118.20

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 of the Rehabilitation Act of 1973  
Age Discrimination Act of 1975  
Pregnancy Discrimination Act-42 U.S.C. s. 2000c  
Immigration Control and Reform Act of 1986  
Americans with Disabilities Act of 1990  
Civil Rights Act of 1991

CROSS REF.: 511-Rule, Employee Discrimination Complaint Procedures  
411.1, Harassment  
Current Employee Agreement(s)

APPROVED: March 9, 1973

REVISED: September 16, 1991  
November 21, 2005