



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

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Spring Green, Wisconsin 53588

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Phone: 608-588-2551

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Nondiscrimination and Equal Opportunity Employment

The River Valley School District is an equal opportunity employer. The River Valley School District does not discriminate on the basis of race, color, national origin, ancestry, sex (including gender identity, sex characteristics, and sex stereotypes), age, disability, religion, creed, pregnancy, marital status, citizenship status, sexual orientation, arrest or conviction record, genetic information, military service (as defined in 111.32, Wis. Stats.), use or non-use of lawful products off the District's 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, in its programs and activities, including employment.

The District does not discriminate on the basis of sex in its programs and activities, in accordance with Title IX. For reports or complaints alleging sexual harassment occurring before August 1, 2024, refer to Board Policies 411.3 and 511.2. For reports or complaints of discrimination based on sex, including sex-based harassment, occurring on or after August 1, 2024, refer to Policies 411.5 and 511.3.

The District prohibits discrimination on the basis of genetic information in employment, including hiring, firing, compensation, or terms and conditions of employment. In accordance with Title II of the Genetic Information Nondiscrimination Act of 2008 ("GINA"), the District shall not request, require, or purchase the genetic information of employees, applicants, or their family members, unless specifically allowed by law, and employees and applicants should not provide any such information to the District. "Genetic information" means information about (a) an individual's genetic tests; (b) the genetic tests of that individual's family members; (c) the manifestation of disease or disorder in family members of the individual (i.e., family medical history); (d) an individual's request for or receipt of genetic services or the participation in clinical research that includes genetic services by the individual or a family member of the individual; or (e) the genetic information of a fetus carried by an individual or a pregnant woman who is a family member of the individual and the genetic information of an embryo legally held by an individual or family member using assistive reproductive technology. "Genetic information" does not include information about the sex or age of the individual, the sex or age of family members, or information about the race or ethnicity of the individual or family member that is not derived from a genetic test. As used in this policy, "genetic test" means an analysis of human DNA, RNA, chromosomes, proteins, or metabolites that detect genotypes, mutations, or chromosomal changes. The term includes any test of a person's DNA/RNA.

The District will provide reasonable accommodations to qualified individuals with disabilities who can perform the essential functions of their job, with or without reasonable accommodations, unless the District determines the accommodation(s) would impose an undue hardship on the District or would result in a direct threat to the individual or others.

The following people have been designated to serve as the District's Compliance Officers ("COs"), who are

responsible for coordinating the District's efforts to comply with applicable state and federal nondiscrimination laws, respond to inquiries about the District's nondiscrimination policies and procedures, and receive and process discrimination complaints filed under this Policy:

Assistant Superintendent/Director of Finance and Operations
660 W. Daley, Street
Spring Green, WI 53588
608-588-2551

Pupil Services Director
660 W. Daley Street
Spring Green, WI 53588
608-588-2556

Retaliation against an individual for reporting discrimination under this Policy or participating in the District's complaint investigation is strictly prohibited.

Employees are required to promptly report incidents of discrimination that they witness or that are reported to them to their supervisor, other administrator, or the COs. Administrators shall promptly report incidents of discrimination that they witness or that are reported to them to the COs. Any question regarding whether conduct potentially constitutes discrimination and should be reported as such shall be promptly referred to one or both COs.

Employees or other individuals (e.g., applicants for employment or participants in an investigation) who believe they have been discriminated or retaliated against in violation of this Policy may file a complaint with one or both COs in accordance with 511-Rule – Employee Nondiscrimination Complaint Procedures.

LEGAL REF.: Americans with Disabilities Act of 1990
Americans with Disabilities Amendment Act of 2008
Civil Rights Act of 1991
Title IX, Education Amendments of 1972
Title VI & VII, Civil Rights Act of 1964
Section 504, Rehabilitation Act of 1973
Age Discrimination Act of 1967
Sections 111.31 - 111.395 Wisconsin Statutes
118.195
118.20
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. 2000ff, et seq., and 29 C.F.R. Part 1635

CROSS REF.: Policy #511 Rule - Employee Discrimination and Harassment Complaint Procedures
Policy #511 Exhibit – Disability Accommodation Request Form
Policy 411.5/511.3 Nondiscrimination on the Basis of Sex (Title IX) in Education Programs or Activities and Related Grievance Process
Policy 411.3 Title IX: Sexual Harassment Policy for Students and Other Applicable Individuals
Policy 511.2 Title IX: Sexual Harassment Policy for Employees

APPROVED: June 8, 1989
REVISED: June 8, 1995
APPROVED: July 13, 1995
REVISED: August 12, 1999
APPROVED: September 9, 1999
REVISED: August 14, 2014
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REVISED: July 11, 2019
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REVISED: June 11, 2020
APPROVED: July 9, 2020
REVISED: March 10, 2022
APPROVED: April 14, 2022
REVISED: August 10, 2023
APPROVED: September 14, 2023
APPROVED: July 11, 2024
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