



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

≈

Spring Green, Wisconsin 53588

≈

Phone: 608-588-2551

511

Equal Opportunity Employment

The River Valley School District is an equal opportunity employer. Personnel hiring and administration in the district shall be conducted so as not to discriminate against applicant or employee. **The River Valley School District does not discriminate** on the basis of race, color, national origin, **sex**, disability, age, religion, ancestry, creed, pregnancy, marital status, citizenship status, political affiliation, gender or sexual orientation, arrest or conviction record, genetic information, military service, use or non-use of lawful products off the district's premises during non-working hours, and declining to attend a meeting or participate in any communication about religious or political matters or any other reason prohibited by state or federal laws **in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.** The following people have been designated to handle inquiries regarding non-discrimination policies: **Brian Krey, Business Manager, 660 W. Daley, Street, Spring Green, WI 53588, 608-588-2551, bkrey@rvschools.org** and **Lisa Kjos, Pupil Services Director, 660 Varsity Blvd., Spring Green, WI 53588, 608-588-2554, lkjos@rvschools.org**. The district will carefully and systematically examine all of its employment policies and practices to be sure they do not either purposely or inadvertently operate to the detriment of any persons.

Application forms, hiring practices and personnel administration shall be periodically evaluated relative to equal opportunity employment. Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship to the district. The district shall also accommodate the religious practices of employees to the extent required by law.

Discrimination complaints shall be processed in accordance with established procedures.

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

Exceptions to this policy may only be made in accordance with state and federal laws.

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

Immigration Reform & Control Act

CROSS REF.: Policy #511 Rule - Employee Discrimination Complaint Procedures

APPROVED: June 8, 1989

REVISED: June 8, 1995

APPROVED: July 13, 1995

REVISED: August 12, 1999

APPROVED: September 9, 1999

REVISED: August 14, 2014

APPROVED: September 11, 2014