



RIVER VALLEY SCHOOL DISTRICT

660 West Daley Street

≈

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. 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.~~

~~Reasonable workplace accommodations shall be made, upon request, for qualified individuals with a disability, unless such accommodations would impose an undue hardship to the District. Accordingly, the District will provide reasonable accommodations to qualified individuals with disabilities when such are directly related to performing the essential function of a job. An employee or applicant requiring a modified work environment as the result of a disability may request a reasonable accommodation. To request an accommodation, the employee or applicant may provide a request verbally or in writing, which includes an option to complete and submit the Disability Accommodation Request Form, which will be available upon request. As part of this request, the employee or applicant may be required to provide medical verification of the need for the accommodation and may be required to sign an Authorization for Release of Medical Records to allow the District to communicate with the employee's health care providers. All information received during this process, whether written or verbal, will be kept confidential and disclosed only to those individuals who are relevant to the decision process. The District Administrator and Business Manager will review requests for accommodation. Approved accommodations will be reevaluated periodically to ensure that they remain necessary, reasonable, and effective.~~

~~The River Valley School District does not discriminate on the basis of gender, race, color, national origin, ancestry, religion, creed, sex, age, pregnancy, marital or parental status, sexual orientation, or disability 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: Business Manager, 660 W. Daley, Street, Spring Green, WI 53588, 608-588-2551, and Pupil Services Director, 660 Varsity Blvd., Spring Green, WI 53588, 608-588-2554.~~

Complaints alleging sexual harassment occurring before August 1, 2024, are governed by policies 411.3 and 511.2. Complaints alleging discrimination on the basis of sex (including sex-based harassment) occurring after August 1, 2024, are governed by policy 411.5/511.3.

~~Sexual Harassment Pursuant to Title IX—The River Valley School District does not discriminate on the basis of sex in the education program or activity that it operates. The District is required by Title IX and Part 106 of Title 34 of the Code of Federal Regulations not to discriminate in such a manner.~~

~~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.~~

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:

Business Manager
660 W. Daley, Street
Spring Green, WI 53588
608-588-2551

Pupil Services Director
660 Varsity Blvd.
Spring Green, WI 53588
608-588-2554

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
~~Immigration Reform & Control Act~~ 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
APPROVED:	September 11, 2014
REVISED:	July 11, 2019
APPROVED:	August 8, 2019
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