

**POLICY: GBA**  
Approved: July 20, 1976  
Reviewed: April 26, 1982  
Reviewed: January 15, 1991  
Revised: April 24, 1995  
Revised: October 28, 1996  
Revised: November 26, 2001  
Revised: September 26, 2005  
Revised: January 16, 2012

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY FOR EMPLOYEES**

It has been and shall continue to be the policy of the School District of Hartford Joint No. 1 to recognize the competence and ability of applicants for employment and existing employees. The District will provide equal employment opportunities to all individuals regardless of their age, race, creed, color, disability, marital status, gender, national origin, ancestry, sexual orientation, arrest record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or any other characteristic protected by law. This policy applies to all employment decisions including, but not limited to recruitment, hiring, compensation, benefits, promotions, transfers, layoffs, discipline, termination and other conditions of employment.

Any employee or applicant who has a problem or concern in any matter relating to equal employment opportunity, should discuss it as soon as possible with his/her immediate supervisor or the District Administrator.

**LEGAL REFERENCE:** Title VI, Title VII of the Civil Rights Act of 1964  
Americans with Disabilities Act  
Age Discrimination in Employment Act  
Title IX, Education Amendments of 1972  
Sections 111.31-.39, 118.195, 118.20 Wisconsin Statutes  
2011 Wisconsin Act 83  
Section 504, Rehabilitation Act of 1973  
Civil Rights Act of 1991  
Immigration Reform and Control Act of 1986

**CROSS REFERENCE:** JB-E(2), Discrimination Complaint Form  
GBA-R, Employee Discrimination Complaint Procedures  
JB-E(3), Notice of Right to Appeal (Title IX, Section 504)