

DeForest Area School District  
Administrative Regulation

<b>TITLE:</b> <b>EQUAL EMPLOYMENT OPPORTUNITY</b>	<b>NUMBER: AR 3.2(1)</b>
<i>Executive Limitation: EL 3, Treatment of Staff (3.2 – Compliance with Legal and Regulatory Authority)</i>	
<b>Recorded as Administrative Regulation:</b> <i>Established: 3/8/04 Revisions: 11/24/08, 9/12/11</i>	
<b>Origin as Board Of Education Policy: Personnel 511</b> <i>Established: 1980 Revisions: 11/29/94, 5/22/95, 5/29/97</i>	

The DeForest Area School District shall not discriminate on employment against properly qualified and eligible individuals by reason of age, culture, religion, color, ethnicity, race, national origin, gender, sexual orientation, language, disability, economic status, creed, marital status, handicap, military or veteran status, ancestry, arrest or conviction record, political affiliation, genetic information, homeless status, or any other factor provided for by state and federal laws and regulations. At the same time, the District is committed to its right and duty to seek and retain personnel who will make a positive contribution to its goals and mission in order to enhance the development of student achievement and potential. 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.

It is the intent of the DeForest Area School District to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Grievance procedures have been established for employees who believe discrimination has been shown by the DeForest Area School District.

Specific complaints of alleged discrimination should be made with:  
Director, Human Resources  
DeForest Area School District  
520 East Holum Street  
DeForest, WI 53532

### References

Executive Order 11246  
Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972  
Title IX Regulation Implementing Education Amendments of 1972  
Section 504 of the Rehabilitation Act of 1973  
Age Discrimination Act  
Americans with Disabilities Act  
Wisconsin Statutes, Chapters 111 and 118

### Cross Reference

AR 3.8(3) - Nondiscrimination