

Policy of the Lancaster Board of Education

Personnel

**GENERAL PERSONNEL POLICY**

It is the policy of the School Board of the Lancaster Community Schools that no person shall on the grounds of race, creed, political or religious affiliation, disability, sex or sexual orientation, age, national origin, citizenship, handicap, marital status, ancestry, color, arrest or conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or Wisconsin, use or nonuse of a lawful product off school premises during non-working hours, or any other reason prohibited by state or federal law, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in employment, or recruitment, consideration, or selection therefore, whether a full-time or part-time position, if qualified for the position he/she is seeking. Exceptions to this policy may only be made in accordance with state and federal law.

Reasonable modification necessary to provide equal opportunities shall be made as required by law and permitted by budgetary limitations, unless such accommodations would impose an undue hardship to the District.

Any person who feels they have a discrimination complaint should file a written concern with the District Administrator using form provided.

Legal Reference:

Titles VI and 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, Rehabilitation Act of 1973  
Age Discrimination Act of 1975  
Immigration Reform and Control Act of 1986  
Americans with Disabilities Act of 1990  
Civil Rights Act of 1991  
Sections 111.31 - 111.395 Wisconsin Statutes  
118.195  
118.20

Cross Reference: Discrimination Complaint Proceedings  
Nondiscrimination Policy 180

Approved: November 9, 1977

Revised: January 13, 1988

July 12, 1995

