

## Nondiscrimination in Employment

Policy No. 511  
(A) 2-8-88  
(R) 1-20-92  
(R) 1-11-93  
(R) 8-9-10  
(R) 2-13-12  
(R) 4-13-15  
(R) 5-9-16

The School District of Lodi does not discriminate in regard to employment on the basis of sex, race, color, religion, national origin, age, political affiliation, citizenship, arrest or conviction record, ancestry, creed, pregnancy, marital or parental status, sexual orientation, military service, use or nonuse of lawful products off the employer's premises during nonworking hours, or qualifying disability or handicap.

Employment is exemplified by, but not limited to, access to employment, hiring and promotion, compensation, job assignments, leaves of absence and fringe benefits.

The School District of Lodi shall at least annually notify all students, staff, and the public regarding the discrimination, harassment and bullying, and sexual harassment policies followed by the District, as well as the complaint procedures available. This information shall be noticed at the beginning of each school year and shall be incorporated into employee and student handbooks.

Cross Reference: Policy 411 – Rule – Discrimination Complaint Procedure  
Policy 411 – Exhibit – Discrimination/Harassment Complaint Form  
Policy 411.1 – Student Staff Non-discrimination: Harassment and Bullying  
Policy No. 411.2 – Non-discrimination: Sexual Harassment

Legal Reference: Wis. Stat. § 111.321  
Wis. Stat. § 118.195  
Wis. Stat. § 118.20  
Title VI, Civil Rights Act of 1964  
Title VII, Civil Rights Act of 1964  
Title IX, Education Amendments of 1972  
Americans with Disabilities Act