

EQUAL OPPORTUNITY EMPLOYMENT/
AFFIRMATIVE ACTION

POLICY STATEMENT

It is the policy of Cooperative Educational Service Agency #9 not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, sexual orientation or national origin. This policy shall include, but not be limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff and termination. This Agency further agrees to take affirmative action to ensure equal employment opportunities.

EQUAL OPPORTUNITY EMPLOYMENT

The Agency Administrator shall direct the establishment, maintenance, and implementation of a program to promote equal opportunity in every aspect of employment policy and practice. The program shall include assuring that all officials of the Cooperative Educational Service Agency #9 involved in recruiting, hiring, and other employment actions carry out such activities in accordance with the requirements of equal opportunity laws and policies; that notification of existing job vacancies and recruitment for such vacancies be in accordance with this policy; and that the contents of this section are brought to the attention of every employee in the Cooperative Educational Service Agency #9 and to prospective employees.

The Agency Administrator shall appoint an Equal Employment Opportunity Compliance Officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any complaints are dealt with promptly in accordance with law. S/He shall also ensure that proper notice of nondiscrimination for Title II, Title VI, Title VII, Title IX, Section 504 and the Age Act is provided to customers, staff members and the general public.

Legal Ref: 118.20, Wis. Stats.
42 U.S.C., 2000e, et seq., Civil Rights Act of 1964
42 U.S.C., 12112, Americans with Disabilities Act of 1990
29 U.S.C., 701 et seq., Rehabilitation Act of 1973
20 U.S.C., 1681 et seq., Title IX

Tentative Approval: June 1, 1988

FINAL APPROVAL: July 6, 1988

Revised and Approved: May 7, 1997

Revised and Approved: October 8, 2003