

SCHOOL DISTRICT OF MAYVILLE

511.1

EMPLOYMENT OF PERSONS WITH HANDICAPS/DISABILITIES

No qualified person shall, on the basis of handicap/disability, be subjected to discrimination and the School District of Mayville shall not limit, segregate or classify any applicants for employment or any employee in any way that adversely affects their opportunities or status because of handicap/disability. This prohibition applies to all aspects of employment from recruitment to promotions and includes fringe benefits and other elements of compensation.

The District of Mayville shall make reasonable accommodation to the known physical or mental limitations of an otherwise qualified handicapped/disabled applicant or employee unless it is clear that an accommodation would impose an undue hardship on the operation of a District program.

In determining whether or not accommodation would impose an undue hardship on the District, factors to be considered include the nature and cost of the accommodation; provided, however, that the District may not deny any employment opportunity to a qualified handicapped/disabled employee or applicant solely on the basis of the need to make reasonable accommodation.

The District shall not make use of any employment test or criteria that screens out handicapped/disabled persons unless:

- The test or criteria is clearly and specifically job-related; and
- Alternative tests or criteria that do not screen out handicapped/disabled persons are not available.

While the District may not make pre-employment inquiry as to whether an applicant has a handicap/disability or as to the nature and severity of any such handicap/disability, it may inquire into an applicant's ability to perform job-related functions.

LEGAL REF.: Sections 111.31 Wisconsin Statutes
 118.195
 118.20
 Section 504 of the Rehabilitation Act of 1973
 Americans with Disabilities Act of 1990

CROSS REF.: 111.1, Nondiscrimination on the Basis of Handicap/Disability (Access
 to Facilities)
 511, Equal Opportunity Employment
 511-Rule, Employee Discrimination Complaint Procedures
 533, Staff Recruitment and Hiring

APPROVED: February 16, 1981
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REVIEWED:
REVISED: January 21, 1991; April 5, 2004

Signatures of School board Members:

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