

## EQUAL EMPLOYMENT OPPORTUNITY

The Wakefield Community School District shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity laws, directives and regulations of federal, state and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity policies. Employees shall be given notice of this policy annually.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the board shall consider the qualifications, credentials, and records of the applicants without regard to race, color, creed, sex, national origin, religion, age or disability. In keeping with the law, the board shall consider the veteran status of applicants.

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity laws and policies, including but not limited to complaints of discrimination, shall be directed in writing to the Superintendent, Wakefield School District, PO Box 330, Wakefield, Nebraska 68784 ; or by telephoning 402-287-2012

Inquiries by employees or applicants for employment regarding compliance with equal employment opportunity laws and policies, including but not limited to complaints of discrimination, may also be directed in writing to the Director of the Kansas Office of Civil Rights, U.S. Department of Education, 10220 North Executive Hills Boulevard 8th Floor, Kansas City, MO 64153-1367, (816) 880-4200 or the Nebraska Equal Opportunity Commission, State Office Building, 301 Centennial Mall South, 5th floor, P.O. Box 94394, Lincoln, NE 68509-4934, (402) 471-2024 or (800) 642-6112.

This inquiry or complaint to the federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Further information and copies of the procedures for filing a complaint are available in the school district's central administrative office and the administrative office in each attendance center.

Legal Reference:     29 U.S.C. §§ 621-634 (1994).  
                          42 U.S.C. §§ 2000e et seq. (1994).  
                          42 U.S.C. §§ 12101 et seq. (1994)..

Cross Reference:    103    Equal Educational Opportunity

404.06 Harassment

406.02 Certificated Employee Qualifications, Recruitment  
and Selection

412.02 Support Staff Qualifications, Recruitment and  
Selection

Approved 8-15-05 Reviewed \_\_\_\_\_ Revised \_\_\_\_\_