

Equal Employment Opportunity Policy

Wisconsin Northern & Central GME Consortium (WiNC)

Initial GMEC Approval:	08-12-21
Last GMEC Review Date:	

Scope

This policy pertains to all WiNC staff and employees.

Purpose

To outline the Wisconsin Northern & Central (WiNC) GME Consortium philosophy regarding Equal Employment Opportunity (EEO).

Policy Guidelines

1. WiNC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, creed (religion), sex, national origin, age, disability genetics, marital status, height, weight, arrest record, familial status, ancestry, arrest or conviction, sexual orientation, gender identity or expression, military service, pregnancy/childbirth, honesty testing, use of lawful products, military service, or declining to attend a meeting or participate in any communication about religious or political matters or other protected class as defined by state or federal law. In addition to federal law requirements, WiNC complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.
2. Certain convictions are an absolute bar to employment. Others may bar employment if the convictions substantially relates to the circumstances of a particular position.
3. This policy should not be deemed to be contrary to any applicable law or regulation. To the extent any applicable state or federal law or regulation is in conflict with this policy, the applicable law or regulation will be deemed to be controlling.
4. The Human Resources department has overall responsibility for this policy and maintains reporting and monitoring procedures. Employees' questions or concerns should be referred to the Human Resources department.

References

- Americans with Disabilities Act of 1990, Title 42 USC s. 12101, et seq.
- Age Discrimination in Employment Act, 29 USC s. 621, et seq.
- Title VII of the Civil Rights Act of 1964, as amended, 42 USC s. 2000e, et seq.
- Wisconsin Fair Employment Law, Wis. Stat. s. 111.31, et seq.
- Wis. Admin. Code DHS Ch. 12