

WISCONSIN GOVERNMENT FINANCE OFFICERS ASSOCIATION DISCRIMINATION/HARASSMENT POLICY

WGFOA will support equal opportunities for its members free from limitations based upon economic and social conditions, sexual orientation, race, marital status, age, color, religion, sex, national origin, or physical handicap.

This concept of equal opportunities serves as a guide in making decisions relating to selection of educational programs, conference facilities, materials, and regulations affecting WGFOA members.

WGFOA provides fair and equitable treatment of its members.

WGFOA will comply with all federal and state laws, executive orders, or administrative directives or codes that deal with discrimination, affirmative action, fair employment, or any other related regulation. This includes, but is not limited to:

- Title VI and VII of the Civil Rights Act of 1964 as amended
- Title IX of the Educational Amendments Act of 1972
- Section 504 of the Rehabilitation Act
- The Americans with Disabilities Act of 1990
- The Civil Rights Act of 1991
- The Civil Rights Restoration Act of 1987
- The Wisconsin Fair Employment Law

Accordingly, as provided by the Wisconsin Fair Employment Law, Section 111.31 – 111.395 Wisconsin statutes, if WGFOA hires any employees, it will provide equal opportunity in all of its employment practices to all persons regardless of their political affiliation, age, race, creed, color, disability, marital status, parental status, sex, national origin, ancestry, sexual orientation, pregnancy, arrest or conviction record, services in the armed forces, genetic testing, or use or non-use of lawful products during non-working hours, except when the characteristic or activity is a bona-fide job qualification.

WGFOA will maintain a learning and work environment free of illegal discrimination, including illegal harassment, for members and employees. Illegal discrimination/harassment is prohibited in all WGFOA practices, educational programs, services, activities, and events regardless of their location.

WGFOA prohibits sexual harassment as well as harassment based on age, race, color, religion, disability, marital status, sexual orientation, national origin, ancestry, pregnancy, and other legally protected status. Harassment is defined as verbal and/or physical conduct that unreasonably interferes with an individual's work performance, creates a hostile, intimidating or offensive environment or is the basis for an employment or educational decision. More specifically, sexual harassment is unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature.

Harassment of employees, if any, or members from any person doing business with WGFOA is also prohibited. While WGFOA's ability to control the conduct of others may be limited, it will take appropriate action to address the harassment.

| **Adopted: September 2009**