

The District is committed and dedicated to the task of providing the best education possible for every student in the District. With this goal in mind and consistent with legal requirements, the District shall not unlawfully discriminate on the basis of sex, race, religion, color, national origin (including limited English proficiency), ancestry, creed, pregnancy, marital or parental status, sexual orientation, homelessness status, or physical, mental, emotional or learning disability/handicap in its curricular, career and technical education, co-curricular, student services, recreational or other programs or activities, or in admission or access to programs or activities offered by the District. This includes, but is not limited to:

- admission to any school, class, program or activity;
- standards and rules of behavior, including student harassment;
- disciplinary actions, including suspensions and expulsions;
- acceptance and administration of gifts, bequests, scholarships and other aids, benefits and services to students from private agencies, organizations, or persons;
- instructional and library media materials selection and reconsideration;
- methods, practices, and materials used for testing, evaluating and counseling students;
- facilities;
- opportunity for participation in athletic program or activities; and
- school-sponsored food service programs.

This policy shall not be interpreted to prohibit the District from (1) providing special programs or services based on student need, including gifted and talented, special education, English Language Learner, school-age parents, at risk and other special programs; or (2) placing a student in a school, program, class or activity based on objective standards of individual need or performance.

The District shall provide appropriate educational services and/or programs for students who have been identified as having a handicap or disability, regardless of the nature or severity of the handicap or disability. Students may be considered handicapped or disabled under this policy even if they do not qualify for special education programs. Facilities modifications necessary to provide for appropriate access and participation for persons with disabilities shall be made to the extent required by law.

The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for accommodations shall be made in writing and approved by the building principal. Accommodations may include, but not necessarily be limited to, exclusion from participation in an activity, alternative assignments, released time from school to participate in religious activities, and opportunities to make up work missed due to religious observances. Any accommodations granted under this policy shall be provided to students without prejudicial effect.

It shall be the responsibility of the District Administrator or his/her designee to examine existing policies and develop new ones where needed to ensure that the District does not discriminate pursuant to state and federal law.

Complaints regarding the interpretation or application of this policy shall be referred and processed in accordance with the District's student discrimination complaint procedures. The District encourages the informal resolution of complaints under this policy.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year in the District's back to school newsletter, posted in each school building in the District, and posted on the District's website. In addition, a student nondiscrimination statement shall be included in student and staff handbooks, course selection handbooks and other published material distributed to the public describing school activities and opportunities.

Legal References: 118.13 Wisc. Statutes; PI 9, PI 41 Wisc. Admin Code

### **Federal Laws**

Title IX, Education Amendments of 1972 [sex discrimination]

Title VI, Civil Rights Act of 1964 [race, color and national original discrimination]

Section 504 of the Rehabilitation Act [disability discrimination; FAPE and reasonable accommodations]

Americans with Disabilities Act [disability discrimination; reasonable accommodations]

Individuals with Disabilities Education Act [programs and services for students with disabilities]

McKinney-Vento Homeless Assistance Act [equal access for homeless students; required policies to remove barriers]

Adopted: 07/07/86

Amended: 05/19/14