

The North Lake School District is committed to equal educational opportunity for all students in the District.

It is the policy of the North Lake School District, pursuant to Section 118.13, Wisconsin Statutes, and PI 9, that no person, on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, or learning disability, or a disability under Section 504 of the Rehabilitation Act of 1973, may be denied admission to any school in this District or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extra-curricular, pupil services, recreational, or other program.

The School District shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective, cooperative living, including:

- A. Respect for the individual
- B. Respect for cultural differences
- C. Respect for economic, political, and social rights of others
- D. Respect for the right of others to seek and maintain their own identities

The School District shall continue to re-examine thoroughly all parts of the curriculum to make sure that it emphasizes positive human relationships. The instructional materials used in the school must accurately portray the history, contributions, and culture of the various ethnic groups in our society.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race and national origin), Title IX of the Education Amendments of 1972 (sex), and Section 504 of the Rehabilitation Act of 1973 (disability).

Students who have been identified as having a handicap or disability, under section 504 or the ADA, shall be provided the reasonable accommodations in educational services or programs. Students may be considered handicapped or disabled under this policy even if they are not covered under the District's special education policies and procedures.

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent/guardian) residing in the District shall have equal access to the same free, appropriate public education, including comparable services, as provided to other children and youth who reside in the District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The District shall 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 with prejudicial effect.

It shall be the responsibility of the District Administrator to examine policies and develop new policies where needed to ensure that the North Lake School District does not discriminate pursuant to federal and state law. The District Administrator shall ensure that an employee is designated annually to receive complaints filed under Section 118.13, Wisconsin Statutes, PI 9, Wisconsin Administrative Code, Title IX of the Educational Amendments, and Section 504 of the Rehabilitation Act of 1973. That employee shall assure adoption of a complaint procedure to resolve complaints alleging violation of these laws, assure that an evaluation of the District's compliance with Section 118.13, Wisconsin Statutes is completed every five years under PI 9, Wisconsin Administrative Code and submit Form PI-1197 to the Department of Public Instruction annually.

This policy applies to all school operations, including school-sponsored programs and activities.

The District encourages informal resolution of complaints under this policy. A formal complaint procedure is also available to address allegations of violations of this policy. Any questions concerning this policy shall be directed to: District Administrator, North Lake School, P.O. Box 188, North Lake, WI 53064.

Legal References: Title VI, Civil Rights Act of 1964
Title IX, Educational Amendments of 1972
14th Amendment, U.S. Constitution
Section 118.13 Wisconsin Statutes
Section 504, Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Individuals with Disabilities Education Act
PI 9, 41 Wisconsin Administrative Code
Civil Rights Act of 1991
McKinney-Vento Homeless Education Assistance Act

Cross Reference: #6026 Addendum A, B, C "Student Discrimination
Complaint Procedures"

Adopted: 8-25-87
Revised: 7-27-92
Revised: 1-19-00
Revised: 4-26-01
Revised: 1-21-04

NONDISCRIMINATION STATEMENT AND COMPLAINT PROCEDURE REFERENCE

The North Lake School District does not discriminate on the basis of sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap in school-sponsored programs and activities. Federal law prohibits discrimination in employment on the basis of age, race, color, national origin, sex, or handicap.

The district encourages informal resolution of complaints under this policy. If any person believes the North Lake School District or any part of the school organization has failed to follow the law and rules of Section 118.13, Wisconsin Statutes, or in some way discriminates on the bases listed above, a complaint may be brought or mailed to the District Administrator at the following address: North Lake School District, N75 W31283 Hwy VV, North Lake, WI 53064.

Step 1:

A written statement of the complaint shall be prepared by the complainant and signed. This complaint shall be presented to the superintendent or designee. That employee shall send written acknowledgement of receipt of the complaint within 45 days.

Step 2:

A written determination of the complaint shall be made by the School Board within 90 days of receipt of the complaint unless the parties agree to an extension of time; appeals under 20 USC Section 1415 and Chapter 115, Wisconsin Statutes, relating to the identification, evaluation, educational placement, or the provision of a free appropriate public education of a child with an exceptional educational need shall be resolved through the procedures authorized by Chapter 115, Subchapter V, Wisconsin Statutes. A complainant has the right to appeal a negative determination by the School Board to the State Superintendent. Complaints under 20 USC s. 1231e-3 and 34 CFR ss. 76.780-76.782, commonly referred to as EDGAR complaints, that the state or a subgrantee is violating a federal statute or regulation that applies to a program shall be referred directly to the state superintendent.

Step 3:

An appeal of the Board's decision to the state superintendent must be initiated within 30 days of that decision. In addition, the complainant may appeal directly to the State Superintendent if the Board has not approved written acknowledgement within 45 days of receipt of the complaint or made a determination within 90 days of receipt of the written complaint. Appeals should be addressed to: State Superintendent, Wisconsin Department of Public Instruction, 125 S. Webster Street, P.O. Box 7841, Madison, Wisconsin 53707.

Step 4:

Discrimination complaints on some of the above bases may also be filed with the federal government at the Office for Civil Rights, U.S. Department of Education, 300 S. Wacker Drive, 8th Floor, Chicago, IL 60606.

Adopted: 8-25-87
Revised: 7-27-92
Revised: 1-19-00
Revised: 4-26-01

DISCRIMINATION COMPLAINT FORM

Name _____

Date _____

Address _____
(Street)

(City) (Zip Code)

Telephone _____
(Home) (School or work location)

Status of person filing complaint: _____ Student _____ Employee
_____ Parent _____ Other

Filing complaint alleging discrimination on the basis of:

Statement of complaint (include type of discrimination charged and the specific incident(s) in which it occurred):

Signature of complainant: _____

Date of complaint filed: _____

Signature of person receiving complaint: _____

Date received: _____

Submit all copies to the District Administrator, or the immediate supervisor, or their respective secretaries. The person receiving the complaint will sign and date the complaint. One copy will be returned to the complainant, one copy will be sent to the school or department affected by the complaint, and one copy will be sent to the complaint investigation officer.

Distribution: 1st copy - District Superintendent or designee
2nd copy - School office file
3rd copy - Complainant

Adopted: 8-25-87
Revised: 7-27-92
Revised: 1-19-00

NOTIFICATION TO COMPLAINANT OF RIGHT TO APPEAL

North Lake School
P.O. Box 188
N75 W31283 Hwy VV
North Lake, WI 53064

I have received written determination by the school board of my complaint alleging violation of Section 118.13, Wisconsin Statutes. I understand that I have the right to appeal a negative determination to the state superintendent within 30 days and that to make such an appeal I would contact the following:

Complaint Officer
Wisconsin Department of Public Instruction
125 S. Webster Street
P.O. Box 7841
Madison, WI 53707-7841

Signature of Complainant

Date

Distribution: 1st copy - District Superintendent
2nd copy - Complainant

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