

**411**

**EQUAL EDUCATIONAL OPPORTUNITIES**

The School District is committed and dedicated to the task of providing the best education possible for every child in the School District for as long as the student can benefit from attendance and the student's conduct is compatible with the welfare of the entire student body.

The School District does not discriminate against pupils in the school-sponsored programs under 42 USC ss. 1751 et. seq. on the basis of sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap.

It is the policy of the School District of Whitefish Bay that a student's sincerely held religious beliefs shall be reasonably accommodated with respect to all examinations and other academic and activity requirements.

It is the policy of the Whitefish Bay School District that no qualified handicapped person shall, on the basis of handicap, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity conducted by the Whitefish Bay School District.

Complaints regarding the interpretation or application of this policy shall be referred to the District Administrator or the Director of Human Resources and Special Services.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year in the Whitefish Bay Herald and posted in each school building in the School District. In addition, a student nondiscrimination statement shall be included on student and staff handbooks, course selection handbooks and other published materials distributed to the public describing school activities and opportunities.

Adoption Date	-	8/3/87, 11/11/87, 3/9/88, 6/2/93, 6/12/96, 11/9/05
Legal Reference	-	Chapter 115, Subchapter V; 118.13; PI Code; Title IX, Education Amendments of 1972; Title VI, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; 20 USC s. 1415; 20 USC s. 1231e-3; 34 CFR ss. 76.780-76.782; Americans with Disabilities Act of 1990
Cross Reference	-	411-Rule, Student Discrimination Complaint Procedures 411.1, Human Dignity 411.2, Harassment 310, Instructional Goals (Equity in Excellence)

**411- Rule  
STUDENT DISCRIMINATION COMPLAINT PROCEDURES**

Any complaint regarding the interpretation of application of the School District's student nondiscrimination policy shall be processed in accordance with the following grievance procedures:

1. Any student, parent/guardian, or resident of the School District complaining of discrimination on the basis of sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, of learning disability or handicap in school programs or activities shall report the complaint, in writing, to the Director of

Human Resources & Special Services.

- A. Discrimination complaints relating to the identification, evaluation, educational placement or the provision of a free appropriate public education of a child with an exceptional educational needs shall be processed in accordance with established special education appeal procedures. (Chapter 115, Subchapter V, Wis. Stats.).
  - B. Discrimination complaints relating to programs specifically governed by federal law or regulation shall be referred directly to the State Superintendent.
2. The Director of Human Resources & Special Services will provide a written acknowledgment within twenty (20) days of the receipt of the written complaint. The Director of Human Resources & Special Services will investigate with the building principal, or other appropriate persons, the facts comprising the alleged discrimination and prepare a written report of the facts. Within fifty (50) days after receiving the complaint, the Director of Human Resources & Special Services shall decide the merits of the case, determine the action to be taken, if any, and report in writing the findings and the resolution of the case to the grievant.
  3. If the grievant is dissatisfied with the decision of the Director of Human Resources & Special Services, he/she may, within five (5) business days of such decision, appeal the decision in writing to the School Board. The School Board shall hear the appeal at its next regular business meeting, or a special meeting may be called for the purpose of hearing the appeal. The school board shall make its decision in writing within ninety (90) days after the School District's receipt of the complaint, unless the parties agree to an extension of time. Copies of the written decision shall be mailed or delivered to the grievant and the Director of Human Resources & Special Services.
  4. If the grievant is dissatisfied with the School Board's decision, he/she may within thirty (30) days appeal the decision in writing to the State Superintendent.
  5. Complainants are reminded that appeals may also be made to the Regional Director of the Office of Civil Rights for federal discrimination law violations.

Adoption Date - 6/2/93, 6/12/96; 1/24/06