

EQUAL EDUCATIONAL OPPORTUNITIES

No person, on the basis of sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, handicap or physical, mental, emotional or learning disability may be denied admission to any public school or be denied participation in, be denied the benefits of or be discriminated against in any curricular, co-curricular, pupil services, recreational or other program or activity. This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race, color, national origin), Title IX of the Education Amendments of 1972 (sex), Section 504 of the Rehabilitation Act of 1973 (handicap) and the Americans with Disabilities Act of 1990 (disability).

Students who have been identified as having a handicap or disability, under Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act of 1990, shall be provided with 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.

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, release 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 director of special education/school psychologist to examine existing policies and develop new policies where needed to ensure that the School District of West Salem does not discriminate pursuant to federal and state law. He/she shall ensure that an employee is designated annually to receive complaints alleging violation of state and federal nondiscrimination laws. He/she shall ensure adoption of a complaint procedure to resolve complaints, ensure that an evaluation of the district's compliance with state law is completed every five

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years and submit the necessary forms to the Department of Public Instruction (DPI) annually.

Notice of this policy shall be published in the official school district newspaper annually as a class 1 legal notice. A student nondiscrimination statement and the district's discrimination complaint procedures shall be included on student and staff handbooks. In addition, a student nondiscrimination statement shall be included on course selection handbooks and other published materials distributed to the public describing school activities and opportunities.

LEGAL REF.: Section 118.13 Wisconsin Statutes  
PI 9, Wisconsin Administrative Code  
PI 41  
Title IX, Education Amendments of 1972  
Title VI, Civil Rights Act of 1964  
Section 504 of the Rehabilitation Act of 1973  
Americans with Disabilities Act of 1990  
Individuals with Disabilities Education Act  
Civil Rights Act of 1991

CROSS REF.: 411-Rule, Discrimination Complaint Procedures  
411-Exhibit (1), Notice of Equal Educational  
Opportunities Policy  
411-Exhibit (2), Notification to Complainant of  
Right to Appeal  
111-Exhibit, Discrimination/Harassment  
Complaint Form

APPROVED: March 22, 2004