

Student Discrimination Prohibited (D-1)

No person shall be denied admission to school or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, student services, recreational or other program or activity (including, but not limited to, the following: admissions, rules of behavior including student harassment, discipline, instructional materials, administration of gifts or scholarships to students from private organizations or persons, testing, counseling, facilities, athletics, food service, health, physical education, music and vocational and technical education) because of the person's sex, race, national origin, ancestry, religion, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or handicap. Not prohibited are the provisions of special programs or services based upon objective standards of individual performance to meet the needs of students, including, but not limited to, gifted and talented, exceptional education, school age parents and at risk.

The superintendent of schools (located at 4225 South Lake Drive, St. Francis, Wisconsin, 53235, telephone 414-483-7636) is designated to receive grievances regarding discrimination according to the following procedure:

Step 1 - The person who believes there is a valid basis for grievance shall orally discuss the concern with the superintendent. The superintendent shall investigate and reply to the grievant in writing within ten working days.

Step 2 - If the reply is not acceptable to the grievant, the grievant shall complete a grievance form (See attachment) and submit it to the superintendent. Assistance may be requested from district personnel to complete the grievance form. The superintendent shall investigate further and reply in writing to the grievant within ten working days by certified mail.

Step 3 - If the reply is not acceptable to the grievant, a written appeal may be made within ten working days to the impartial tribunal of the school board; the appeal shall include a copy of the completed grievance form, a copy of the response received from the superintendent and a statement of why the response is not acceptable. The school board shall meet with the grievant within fifteen working days of the receipt of the appeal. The grievant may be represented at the appeal hearing. Each party will have the right to present witnesses and evidence and to cross-examine witnesses. The grievant may request that the appeal hearing be held in either open or closed session and that a recording be made of the hearing at the grievant's expense. The school board shall reply in writing to the grievant within ten working days by certified mail.

Step 4 - If the reply is not acceptable to the grievant, an appeal may be made within thirty days to the state superintendent of public instruction.

The first paragraph of this policy shall be published annually as a class 1 legal notice and shall appear in all handbooks for students, parents and staff. During each even-numbered calendar year, the assistant to the superintendent shall conduct an evaluation of the status of nondiscrimination and equality of educational opportunity in the district. Such evaluation shall provide an opportunity for participation by students, staff, parents and residents of the district. The report of the evaluation shall be filed with the superintendent and made available for examination by residents of the district.

Adopted: June 27, 1996