

## EQUAL EDUCATIONAL OPPORTUNITIES

No person shall be denied admission to any district 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 because of the person's sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability as required by s. 118.13, Wisconsin Statutes. In addition, the board prohibits discrimination or harassment based on gender identity or gender expression (including transgender and gender nonconforming students). This policy also prohibits discrimination as defined by Title IX of the educational amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and origin), and Section 504 of the Rehabilitation Act of 1973.

All special programs follow the district's policy of nondiscrimination on the basis of sex, race, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, gender identity or gender expression (including transgender and gender nonconforming students) physical, mental, emotional, or learning disability.

The district administrator or designee (located at 215 Pine Avenue NE, Menomonie, Wisconsin, 54751, telephone 715-232-1642) 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 district administrator or designee. The district administrator or designee 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 Policy 411-Exhibit) and submit it to the district administrator or designee. Assistance may be requested of the district administrator or designee to complete the grievance form. The district administrator or designee 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 by certified mail to the impartial tribunal of the board of education; the appeal shall include a copy of the completed grievance form, a copy of the response received from the district administrator or designee and a statement of why the response is not acceptable. The board of education 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 board of education 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 and second paragraphs of this policy shall be published annually as a class 1 legal notice and shall appear in all handbooks for students, parents and staff. Every five years, the director of student services 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 district administrator or designee and made available for examination by residents of the district.

The School District of the Menomonie Area does not discriminate against pupils on the basis of sex, race, national origin, ancestry, creed, religion pregnancy, marital or parental status, sexual orientation, gender identity or gender expression (including transgender and gender nonconforming students) or physical, mental, emotional, or learning disability in its educational programs.

Adopted: April 10, 2000

Revised: November 14, 2011  
July 25, 2016

*/s/Tammy Schneider*  
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Clerk