

BOARD POLICY 112

112 - Discrimination

It is the policy of the School District of Fort Atkinson that no person may be denied employment by, admission to any school in the District, be denied participation in, benefits of, or be discriminated against in any curricular, co-curricular, pupil service, recreational or other program or activity because of the person's sex, race, color, national origin, protected veteran status, ancestry, creed, pregnancy, marital or parental status, sexual orientation including transgender status, gender expression, gender identity, gender nonconformity or change of sex, genetic information, or physical, mental, emotional or learning disability or handicap as required by s. 118.13 Wis. Stats. This policy also prohibits discrimination as defined by Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race and national origin) and Section 504 of the Rehabilitation Act of 1973.

Individuals who believe they have been or are being discriminated against may file a written complaint in accordance with the procedures set forth in AR 112. There shall be no retaliation against any individual who, in good faith, files a complaint under this policy. Any person who engages in retaliatory conduct against a complainant in violation of this policy shall be subject to disciplinary action.

This policy will be published annually and information about procedures (AR 112) will be provided upon request.

The District nondiscrimination officer is the Director of Pupil Services.

Legal Ref.: Sections 111.31-111.39; 118.13; 118.195; 118.20, Wisconsin Statutes
Titles VI and VII - Civil Rights Act of 1964 as Amended
Title IX - Education Amendment of 1972
Sec. 504 - Rehabilitation Act of 1973
Age Discrimination Act of 1975
Immigration Reform and Control Act of 1986
Americans with Disabilities Act of 1990
Civil Rights Act 1991
Individual with Disabilities Education Act
PI 9 and PI 41 of the Wisconsin Administrative Code
Genetic Information Nondiscrimination Act of 2008 (GINA)

Cross Ref.: Administrative Rule 112 – Discrimination Complaint Procedures
Administrative Rule 112, Exhibit A – Discrimination Complaint Form
Board Policy 411.1 – Student Harassment
Administrative Rule 411.1 – Student Harassment Complaint Procedures
Board Policy 512 – Employee Harassment
Administrative Rule 512 – Employee Harassment Complaint Procedures
Board Policy 760 – Food Service Management
Board Policy 840 – Gifts to the School District

Approved: March 20, 2003
Revised: March 18, 2010
January 28, 2015