

**SUBSECTION 510 – POLICIES**

**POLICY: 511. DISCRIMINATION COMPLAINT POLICY\*\***

The following non-discrimination statement applies to all aspects of policy, administration, and any and all other activities engaged in, by, or associated with the Arrowhead School District:

No person may be denied admission to this District or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil service, recreational, or other program or activity because of the person's sex, race, religion, national origin (including Limited English Proficiency), ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap as required by state statute. 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), Section 504 of the Rehabilitation Act of 1973 (handicap), and Americans With Disabilities Act effective July 26, 1992.

DATE OF ADOPTION: FEBRUARY 21, 2001

**POLICY: 512. PUPIL NON-DISCRIMINATION POLICY**

The following non-discrimination statement applies to all aspects of policy, administration and any and all other activities engaged in by or associated with the Arrowhead School District:

No person may be denied admission to this District or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil service, recreational, or other program or activity because of the person's sex, race, religion, national origin (including Limited English Proficiency), ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap as required by state statute. 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), Section 504 of the Rehabilitation Act of 1973 (handicap), and Americans With Disabilities Act effective July 26, 1992.

The Arrowhead School District shall not discriminate in admission to any school, class, program, or activity, school-sponsored food service programs, standards and rules of behavior, including pupil harassment, disciplinary actions, including suspensions and expulsions, acceptance and administration of gifts, bequests, scholarships and other aids, benefits and services to pupils from private agencies, organizations, or persons, or facilities usage on the basis of sex, race, religion, national origin (including Limited English Proficiency), ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability. Discrimination complaints shall be processed in accordance with established procedures.

DATE OF ADOPTION: NOVEMBER 10, 1993

DATE OF REVISION: FEBRUARY 21, 2001

**POLICY: 513. FAIR EMPLOYMENT POLICY\*\***

The Arrowhead Union High School District (AUHSD) is an Equal Opportunity Employer and does not discriminate on the basis of religion, race, creed, color, national origin, ancestry, age, sex, marital status, disability, arrest or conviction record, membership in the national guard, state defense force, or any reserve component of the military forces of the United States or this state, political belief,

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sexual orientation, less than honorable discharge, source of income or the fact that an individual is a student.

DATE OF ADOPTION:     MARCH 14, 2001    

**POLICY: 514. SEXUAL AND OTHER FORMS OF HARASSMENT\*\***

The District is committed to providing equal educational opportunities for all students and preventing discrimination. The District shall maintain a learning and working environment for students and employees free from any form of harassment or intimidation.

Harassment complaints shall be filed in the same manner as other discrimination complaints, except when the complaint involves the principal/supervisor, they should be filed with that person's immediate supervisor.

DATE OF ADOPTION:     FEBRUARY 9, 1994      
DATE OF REVISION:     JANUARY 11, 1995      
DATE OF REVISION:     FEBRUARY 13, 1996      
DATE OF REVISION:     JUNE 11, 2008    

**POLICY: 515. ANTI-RETALIATION POLICY**

The Arrowhead Union High School District strives to operate in an ethical, honest, and lawful manner and expects its faculty, administrators, staff, and students to conduct their activities in accordance with District policies and applicable law. The District strongly encourages all faculty, administrators, staff, and students to report suspected or actual wrongful conduct by Arrowhead employees through channels that the District establishes for such reporting. No District faculty, administrator, staff, or student may interfere with the good faith reporting of suspected or actual wrongful conduct; no individual who makes such a good faith report shall be subject to retaliation, including harassment or any adverse employment, academic, or educational consequence, as a result of making a report. In accordance with this policy and the established complaint procedures, every reasonable effort will be made to conduct a complete and thorough investigation of alleged acts of retaliation in a timely manner and to provide prompt corrective action if retaliation is found to have occurred.

DATE OF ADOPTION:     MARCH 12, 2008    

**SUBSECTION 520 – COMPLAINTS**

**POLICY: 521. CURRICULUM/INSTRUCTIONAL MATERIALS**

The superintendent, subject to direction and approval of the Board, shall establish procedure for resolving complaints registered by community members concerning class curriculum, instructional materials being used, oral presentations, and discussions. The superintendent shall also establish as part of this formal complaint procedure the appropriate forms for such community members to lodge any complaints.

DATE OF ADOPTION:     NOVEMBER 10, 1993

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**POLICY: 522. COURSE SELECTION APPEALS\*\***

The superintendent shall establish the appropriate procedure for determining an appeal process and/or resolving any course placement decisions.

DATE OF ADOPTION: NOVEMBER 10, 1993

DATE OF REVISION: APRIL 12, 1995

**POLICY: 523. MISCELLANEOUS COMPLAINTS**

The District encourages informal resolution of complaints.

A formal complaint resolution procedure is also available to address allegations of violations of the policy in the Arrowhead School District. Any questions concerning this policy should be directed to:

Superintendent  
Arrowhead School District  
700 North Avenue  
Hartland, Wisconsin 53029  
(262) 369-3611

DATE OF ADOPTION: NOVEMBER 10, 1993

DATE OF REVISION: APRIL 12, 1995

