Nondiscrimination on the Basis of Sex in Education Program or Activities (Title IX Sexual Harassment)

Arrowhead Union High School District
Non-Discrimination Statement

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

The Arrowhead School District prohibits all forms of unlawful discrimination against students, employees, and other persons in all aspects of the District's policies, administration, programs, activities, and operations. The term "unlawful discrimination" encompasses any unlawful policy, practice, conduct, or other unlawful denial of rights, benefits, or privileges that is based on any legally-protected status or classification (e.g., race, national origin, sex, disability, religion, etc.). Various state and federal laws establish the actions that do (and do not) constitute unlawful discrimination with respect to each protected status or classification. Where applicable, unlawful harassment that is based on a legally-protected status is one form of unlawful discrimination.

The Arrowhead School District requires and will enforce nondiscrimination in a manner that is consistent with applicable constitutional provisions and with the rights and obligations that are established under all applicable state and federal civil rights laws, including but not limited to the current provisions of the following federal laws, which jointly serve to identify and protect the rights of students, employees, and other persons:

- Title IX of the Education Amendments of 1972 (sex discrimination);
- Section 504 of the Rehabilitation Act (disability discrimination);
- The Americans with Disabilities Act (including both the employment-related provisions of the ADA as well as Title II of the ADA, which broadly prohibits discrimination on the basis of disability in state and local government services);
- Titles IV and VI of the Civil Rights Act of 1964 (addressing discrimination based on race, color, national origin, sex, or religion);
- The Age Discrimination Act of 1975 (age discrimination);
- The nondiscrimination provisions of the Elementary and Secondary Education Act;
- The civil rights provisions associated with the District's participation in federal nutrition programs.

In addition, the Arrowhead School District shall not unlawfully 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.

All Arrowhead School District career and technical education opportunities will be offered to students on a non-discriminatory basis without regard to any of the characteristics identified in the paragraph above. Information regarding such program offerings and admission criteria is included in the Course Guide, which is posted on the District's website, www.arrowheadschools.org, and available upon request from the School Guidance Office.

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent or guardian) residing in the Arrowhead School District shall have equal access to the same free, appropriate public education, including comparable services, as provided to other children and youth who reside in the Arrowhead School District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The Arrowhead School District shall not discriminate in the methods, practices, and materials used for testing and evaluating students 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.

The Arrowhead School District shall provide appropriate educational services or programs for students who have been identified as having a disability, regardless of the nature or severity of the disability. 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 religious accommodations shall be made in writing and approved by the building principal.

It is the policy of the Arrowhead School District that no person may be illegally discriminated against in employment by reason of their age, race, religion, creed, color, disability, pregnancy, marital status, sex, citizenship, national origin, ancestry, sexual orientation, arrest record, conviction record, military service, membership in the National Guard, state defense force or any other reserve component of the military forces of Wisconsin or the United States, political or religious affiliation, use or nonuse of lawful products off the employer's premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, or any other factor prohibited by state or federal law.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. A reasonable accommodation is a change or adjustment to job duties or work environment that permits a qualified applicant or employee with a disability to perform the essential functions of a position or enjoy the benefits and privileges of employment compared to those enjoyed by employees without disabilities.

Requests for accommodations under the Americans With Disabilities Act or under the Wisconsin Fair Employment Act from current employees must be made in writing in accordance with District policy.

All use of school facilities by community groups will be done in compliance with the non-discriminatory objectives and purposes as set forth in this statement, subject to reasonable non-discriminatory rules and restrictions as may be determined by the Arrowhead Administration and/or approved or directed by the Arrowhead Board of Education.

There are a significant number of additional state and federal nondiscrimination laws that are not listed above that further establish the rights of students and/or employees. In recognition of such laws, the District maintains additional nondiscrimination policies and rules that specifically and uniquely cover students and all aspects of employment and personnel administration within the District (see, for example, Policy 2266, 3122, 3211, 3362, and 5517).

Any questions concerning Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, or policy compliance, the application of any nondiscrimination law to the District, or the District's reporting and complaint procedures should be directed to a Title IX Designation and Authorization of Nondiscrimination Coordinator(s):

Adam Boldt, Director of Student Services Arrowhead UHSD
700 North Ave Hartland, WI 53029 ,62-369-3611, ext. 4112;

Sue Casetta, Director of Learning Arrowhead UHSD
700 North Ave, Hartland, WI 53029 262-369-3611, ext. 4204

Run: Aug. 12, 2026