

# NON-DISCRIMINATION STATEMENT

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, color, and national origin), Section 504 of the Rehabilitation Act of 1973 (handicap), and Americans With Disabilities Act (disability).

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.

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 paragraph 2, above. Information regarding such program offerings and admission criteria is included in the Course Guide, which is posted on the District's website, <http://www.arrowheadschoools.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 handicap or disability, regardless of the nature or severity of the handicap or 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.

The Arrowhead School District encourages informal resolution of discrimination complaints. A formal complaint resolution procedure is available, however, to address allegations of violations of the District's equal educational opportunities policy.

Any questions concerning this policy, or policy compliance, should be directed to:

Laura Myrah, Superintendent  
Arrowhead School District  
700 North Avenue  
Hartland, Wisconsin 53029  
262-369-3611, ext. 4111

The responsibilities of the individual identified above include serving as the District's Title IX Coordinator (sex discrimination and sexual harassment issues and complaints), Section 504 Coordinator (handicap/disability discrimination issues and complaints), and coordinator of all other student non-discrimination-related issues and complaints.

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.

August 13, 2014