

**SUBSECTION 510 – POLICIES**

**POLICY: 511. NONDISCRIMINATION\*\***

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  
DATE OF REVISION: DECEMBER 14, 2011

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

The Arrowhead Union High School District (AUHSD) is an Equal Opportunity Employer. It is the policy of the District that no person may be illegally discriminated against in employment by reason of their age, race, 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 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 and be filed with the superintendent.

Exceptions to this policy may only be made in accordance with state and federal laws.

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Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures. Notice of this policy and related complaint procedures shall be given in accordance with applicable legal requirements.

DATE OF ADOPTION:     MARCH 14, 2001      
DATE OF REVISION:     DECEMBER 14, 2011    

**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    

**POLICY: 516. BULLYING POLICY\*\***

Introduction

The Arrowhead Union High School District strives to provide a safe, secure, and respectful learning environment for all students in school buildings, on school grounds and school buses, and at school-sponsored activities. Bullying has a harmful social, physical, psychological, and academic impact on bullies, victims, and bystanders. The School District consistently and vigorously addresses bullying so that there is no disruption to the learning environment and learning process.

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Definition

Bullying is deliberate or intentional behavior, using words or actions, intended to cause fear, intimidation, or harm. Bullying may be repeated behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to: age, national origin, race, ethnicity, religion, gender, gender identity, sexual orientation, physical attributes, physical or mental ability or disability, and social, economic, or family status.

Bullying behavior can be:

- Physical – (e.g., assault, hitting or punching, kicking, theft, threatening behavior)
- Verbal – (e.g., threatening or intimidating language, racist remarks, or unwanted or excessive teasing or name-calling)
- Indirect – (e.g., spreading cruel rumors, intimidation through gestures, social exclusion, and sending insulting messages or pictures by mobile phone or using the Internet – also known as cyber bullying)

Prohibition

Bullying behavior is prohibited in all schools, buildings, property and educational environments, including any property or vehicle owned, leased, or used by the School District. This includes public transportation regularly used by students to go to and from school. Educational environments include, but are not limited to, every activity under school supervision.

While it is the intent of the School District to prevent bullying, take actions to stop bullying, and protect reporters of bullying, the School District cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the supervision of school personnel.

DATE OF ADOPTION:     SEPTEMBER 8, 2010    

**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    

**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

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**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

