

## **Notice of Nondiscrimination Policy**

The Germantown School District is committed to equal educational opportunity for all students in the District. It is the policy of the Germantown School District, pursuant to s. 118.13, Wis. Stats., and PI 9, that no person may be denied admission to any District school or be denied participation in, be denied the benefits of or be discriminated against in any curricular, career and technical education, extracurricular, pupil services, recreational or other program or activity because of the person's gender, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.

Further, it is the policy of the Board of Education to conform to all applicable legal requirements relating to nondiscrimination in employment on the basis of age, race, color, gender, creed, national origin, religion, disability, marital status, sexual orientation, arrest or conviction record (unless there is a substantial relationship between the crime and the job), military or veteran status or any other such factor as may be specified in any law applicable to the District. This policy is intended to apply to recruiting, hiring, promotions, upgrading, layoffs, compensation, benefits, termination, and all other privileges, terms, and conditions of employment.

The District will provide reasonable accommodations for students and employees with disabilities, as required by law.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race and national origin), Title IX of the Education Amendments of 1972 (sex), Title II of the Americans With Disabilities Act (disability), and Section 504 of the Rehabilitation Act of 1973 (handicap).

The District will comply with the Boy Scouts of America Equal Access Act and will not discriminate against community groups listed in Title 36 of the United States Code as a patriotic society desiring to use school facilities.

It shall be the responsibility of the Superintendent of Schools or his/her designee to examine existing policies and develop new policies where needed to ensure that the Germantown School District does not discriminate pursuant to federal and state law. The following employees are designated to receive complaints filed under s. 118.13, Wis. Stats., PI 9, Wis. Admin. Code, Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments, Title II of the Americans With Disabilities Act, and Section 504 of the Rehabilitation Act of 1973. These employees shall assure that an evaluation of the district's compliance with s. 118.13, Wis. Stats., is completed every five years under PI 9, Wis. Admin. Code and submit Form PI-1197 to the Department of Public Instruction annually.

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Complaints regarding the interpretation or application of this policy shall be referred to the District Compliance Officer and process in accordance with the procedures established in the Nondiscrimination Grievance Procedure in District Policy 2260.

**For use on Co-curricular and athletic handbooks, scholarship handbook, scholarship applications, written communication, co-op agreements, employer training agreements, job vacancy notices:**

The Germantown School District does not discriminate on the basis of sex, race, color, religion, creed, age, national origin, ancestry, pregnancy, marital status or parental status, sexual orientation, or disability. The district provides equal access to the Boys Scouts and other designated youth groups. The following individuals have been designated to handle inquiries regarding the non-discrimination policies as outlined in District Policy 2260.

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