

## **Policies of the Board of Education**

### **Section I      Students**

#### **EQUAL EDUCATIONAL OPPORTUNITIES**

**900.3**

The Lake Country School District is committed to equal educational opportunity for all students in the district.

It is the policy of the Lake Country School District, pursuant to s. 118.13, Wis. Stats., and P19, that no person, on the basis of sex, race, national origin, religion, ancestry, creed, pregnancy, marital or parental status, color, sexual orientation or physical, mental, emotional, or learning disability, may be denied admission to any school in this district or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race, national origin, color), Title IX of the Education Amendments of 1972 (sex), Section 504 of the Rehabilitation Act of 1973 (handicap), Americans with Disabilities Act of 1990 (disability) and Subtitle B of title VII of the McKinney-Vento Homeless Assistance Act. (homeless).

Students who have been identified as having a handicap or disability, under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, shall be provided with reasonable accommodations in educational services or programs. Students may be considered under this policy even if they are not covered under the district's special education policies and procedures.

The district shall provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for accommodations shall be made in writing and approved by the principal or designee of the district administrator. Accommodations may include, but not necessarily be limited to, exclusion from participation in an activity, alternative assignments, released time from school to participate in religious activities and opportunities to make up work missed due to religious observances. Any accommodations granted under this policy shall be provided to students without prejudicial effect.

It shall be the responsibility of the District Administrator to examine existing policies and develop new policies where needed to ensure that the Lake Country School District does not discriminate pursuant to federal and state law. The District Administrator shall ensure that an employee(s) is designated annually to receive complaints filed under s. 118.13, Wis. Stats., Title IX of the Education Amendments, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. That employee shall assure adoption of a complaint procedure to resolve complaints alleging violation of these laws, assure that an evaluation of the district's compliance with s. 118.13, Wis. Stats. is completed every five years and submit the appropriate form to the Department of Public Instruction annually.

## 900.3

Legal References: Section 118.13 Wisconsin Statutes  
PI 9, Wisconsin Administrative Code  
Title IX, Education Amendments of 1972  
Title VI, Civil Rights Act of 1964  
Section 504 of the Rehabilitation Act of 1973  
Americans with Disabilities Act of 1990  
Individuals with Disabilities Education Act  
Civil Rights Act of 1991  
McKinney-Vento Homeless Education Assistance Act

Cross References: 900.3 - Rule, Student Discrimination Complaint Procedures  
900.3 - Exhibit (1), Discrimination Complaint  
900.3 - Exhibit (2), Public Notification of Nondiscrimination Policy  
900.3 – Exhibit (3), Notification of Complainant of Right to Appeal  
900.62, School Admission  
Special Education Handbook (ADSEC)

Adopted by the School Board June 12, 1989  
Revised February 1, 1993  
Reviewed by LCS Legal Counsel: June, 2005  
Revised August 23, 2005  
Revised November 20, 2012

## **Policies of the Board of Education**

### **Section I**

#### **Student Discrimination Complaint Procedures**

#### **900.3 Rule**

Any complaint regarding the interpretation or application of the district's student nondiscrimination policy shall be processed in accordance with the following grievance procedures:

1. Any student, parent, or resident of the district complaining of discrimination on the basis of sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional or learning disability or handicap in school programs or activities shall report the complaint in writing to the district administrator and/or his/her designee.
  - a. Discrimination complaints relating to the identification, evaluation, educational placement or the provision of free appropriate public education of a child with exceptional educational need shall be processed in accordance with established appeal procedures outlined in the district's special education handbook.
  - b. Discrimination complaints relating to programs specifically governed by federal law or regulations (e.g., EDGAR complaints) shall be referred directly to the State Superintendent of Public Instruction
2. The district administrator, and/or his/her designee, upon receiving such a written complaint, shall immediately undertake an investigation of the suspected infraction. The district administrator will review with the building principal, or other appropriate persons, the facts comprising the alleged nondiscrimination. Within 15 days after receiving the complaints, the district administrator shall decide the merits of the case, determine the action to be taken, if any, and report in writing the findings and the resolution of the case to the grievant.
3. If the grievant is dissatisfied with the decision of the district administrator, he/she may appeal the decision in writing to the Board. The Board shall hear the appeal at its next regular meeting, or a special meeting may be called for the purpose of hearing the appeal. The Board shall make its decision in writing within 15 days after the hearing. Copies of the written decision shall be mailed or delivered to the grievant and the district administrator.
4. If the grievant is dissatisfied with the Board's decision, he/she may within 30 days appeal the decision in writing to the State Superintendent of Public Instruction.

Nothing in these procedures shall preclude individuals from filing a complaint directly with the Office of Civil Rights as authorized by federal law. Such complaints shall be made to: Office of Civil Rights, U.S. Department of Education, 300 South Wacker Drive, 8<sup>th</sup> Floor, Chicago, Illinois, 60606.

Copies of these complaint procedures shall be included in staff and student handbooks.



**Policies of the Board of Education**

**Section I      Students**

**NOTIFICATION TO COMPLAINANT OF RIGHT TO APPEAL      900.3 Exhibit (3)**

Lake Country School District  
1800 Vettelson Road  
Hartland, WI 53029

I have received written determination by the school board of my complaint alleging violation of s. 118.13, Wis. Stats. I understand that I have the right to appeal a negative determination to the state superintendent within 30 days and that to make such an appeal I would contact the following:

Complaint Officer  
Wisconsin Department of Public Instruction  
125 South Webster St.  
P. O. Box 7841  
Madison, WI 53707-7841

---

Signature of Complainant

---

Date

Distribution: One copy to local employee designated to receive complaints and second copy to complainant.

## **Policies of the Board of Education**

### **Section I**

### **STUDENTS**

#### **PUBLIC NOTIFICATION OF NONDISCRIMINATION POLICY**

**900.3 Exhibit (2)**

*(Class 1 Legal Notice to be published in area newspaper at least once annually.)*

It is the policy of the Lake Country School District that no person may be denied admission to any public school in 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, ancestry, creed, pregnancy, color, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap as required by s. 118.13, Wis. Stats. 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, national origin and color), Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (disability) and Subtitle B of title VII of the McKinney-Vento Homeless Assistance Act. (homeless).

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent/guardian) residing in the 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 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 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 School District encourages informal resolution of complaints under this policy. A formal complaint resolution procedure is available, however, to address allegations of violations of the student nondiscrimination policy in the School District.

Any questions concerning this policy should be directed to:

District Administrator  
Lake Country School  
1800 Vettelson Road  
Hartland, WI 53029

Adopted by School Board February 1, 1993

Revised: August 23, 2005

Revised: November 16, 2012