

NONDISCRIMINATION

The School District of New Berlin is committed to equal educational opportunity for all students in the District. It is the policy of New Berlin schools, 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, 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. Requests for reasonable accommodation can be made to the Director of Employee Services.

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, and Section 504 of the Rehabilitation Act of 1973 (handicap).

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 New Berlin schools do 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.

Director of Employee Services
School District of New Berlin
4333 S. Sunny Slope Road
New Berlin, WI 53151
(262) 789-6200

Adopted: 3/96
Revised: 5/23/11
8/10/2015