

## NON DISCRIMINATION

It is the intent of the School District of New Berlin through this policy to:

- Protect students' rights to an equal education free of discrimination;
- Help students free themselves from limiting, rigid stereotypes and bias;
- Assist students in exploring and participating in a broader range of educational programs and activities; and
- Promote greater educational achievement for all students.

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, Wis. Admin. Code, 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. Specifically, the Board shall prohibit discrimination in the areas of:

- Admission to any school, class, program or activity (this does not prohibit pupil placement based on objective standards of individual performance or need);
- Standards and rules of behavior, including student harassment;
- Disciplinary actions, including suspensions and expulsions; and
- Methods, practices and materials used for testing, evaluating and counseling students (this does not prohibit the use of special testing or counseling materials or techniques to meet the individual needs of students).

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 veterans status, or any other such factor as may be specified in any law from time to time applicable to the District.

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, 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.

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

Amanda Mazurkiewicz  
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School District of New Berlin  
4333 S. Sunnyslope Road  
New Berlin, WI 53151  
Telephone: 262-789-6200

Adopted: March, 1996  
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8/10/15