

The School District of Cambridge is committed to a policy of nondiscrimination on the basis of sex, race, color, national origin, handicap or disability, or any other reason prohibited by state and federal laws and regulations. This policy will prevail in all matters concerning staff, students, the public, educational programs and services, and individuals with whom the Board of Education does business.

Complaints regarding the interpretation or application of this policy shall be processed in accordance with established procedures.

The Superintendent shall notify applicants for employment, employees, students and parents of District nondiscrimination policies and established complaint procedures and shall annually publish a notice to that effect in the Cambridge News. Such policies and procedures shall be on file in the high school office and shall be available upon request.

LEGAL REF.: Sections 111.31 - 111.395 Wisconsin Statutes

118.13

118.195

118.20

PI 9, Wisconsin Administrative Code

Title VI and VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972

Title IX, Education Amendments of 1972

Section 504, Rehabilitation Act of 1973

Age Discrimination Act of 1975

Immigration Reform and Control Act of 1986

Americans with Disabilities Act of 1990

Civil Rights Act of 1991

CROSS REFERENCE: 112-Rule, Discrimination Complaint Procedures (Other than Students)

112-Exhibit, Notice of Nondiscrimination Policy

411, Equal Educational Opportunities

511, Equal Employment Opportunities

**SCHOOL
DISTRICT
OF
CAMBRIDGE**

NOTICE OF NONDISCRIMINATION POLICY

EXHIBIT #112

CURRENT: 3/16/09

The School District of Cambridge is committed to a policy of nondiscrimination under Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race, color, national origin), Section 504 of the Rehabilitation Act of 1973 (handicap) and Americans with Disabilities Act of 1990 (disability) or any other pertinent state or federal law or regulation. This policy will prevail in all matters concerning the public and individuals with whom the Board of Education does business, staff, students, and educational programs and services.

Further, no person 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, marital or parental status, sexual orientation or physical, mental, emotional or learning disability as required by section 118.13 of the state statutes.

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.

All vocational education programs follow the District's policies of nondiscrimination. In addition, arrangements can be made to ensure that the lack of English language skills is not a barrier to admission or participation.

The District encourages informal resolution of student nondiscrimination complaints under this policy. A formal complaint resolution procedure is available, however, to address allegations of any violation of the District's nondiscrimination policies (112 – Nondiscrimination; 411 – Equal Educational Opportunities; 511 – Equal Employment Opportunities).

Any questions concerning this policy, and all discrimination complaints should be directed to:

Director of Pupil Services
School District of Cambridge
408 Church Street
Cambridge, WI 53523
(608)-423-4345

LEGAL REFERENCE:

CROSS REFERENCE:

APPROVED: 9/87
03/16/09

REVISED: 3/16/09 (WASB 3/06)

REF. POLICY # 112

The following complaint procedures shall be used for the prompt and equitable resolution of any complaints alleging noncompliance with the Nondiscrimination policy (112) or Equal Employment Opportunities policy (511) of the School District of Cambridge. (Student discrimination complaints shall be processed in accordance with procedures included elsewhere in the policy manual of the Board of Education (411-Rule).)

1. Any complaint regarding the interpretation or application of the District's Nondiscrimination policy or Equal Employment Opportunities policy shall be reported in writing to the Superintendent.
2. The Superintendent, upon receiving such a written complaint, shall immediately undertake an investigation of the suspected infraction. The Superintendent will review with the building principal, or other appropriate persons, the facts comprising the alleged discrimination. Within 15 calendar days after receiving the complaint, the Superintendent shall decide the merits of the case, determine the action to be taken, if any, and report in writing the findings and resolution of the case to the complainant.
3. If the complainant is dissatisfied with the decision of the Superintendent, 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 a decision in writing within 30 calendar days after the hearing. Copies of the written decision shall be mailed or delivered to the complainant and the Superintendent.
4. Appeals beyond the Board, or complaints in lieu of these procedures, may be made to appropriate agencies (e.g. State Superintendent of Public Instruction, Equal Rights Division of the Department of Workforce Development, Office of Civil Rights) and/or courts having proper jurisdiction.

Maintenance of Complaint Records

Records of all complaints shall be kept for the purpose of documenting compliance and past practices. The records shall include information on all levels of the complaint and any appeals. The records should include:

1. The name of the complainant and his/her title or status.
2. The date the complaint was filed.
3. The specific allegation made and any corrective action requested by the complainant.
4. The name(s) of the respondents.
5. The levels of processing followed, and the resolution, date and decision making authority at each level.
6. A summary of facts and evidence presented by each party involved.
7. A statement of the final resolution and the nature and date(s) of any corrective or remedial action taken.

LEGAL REFERENCE:

CROSS REFERENCE: