

## **School District of South Milwaukee Annual Class I Notice**

The School District of South Milwaukee is committed to providing equal educational opportunities, including career and technical education opportunities, for all district students and to provide a learning and working environment free of discrimination based on a protected class of sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity or physical, mental, emotional, or learning disability or handicap. No student 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, student services, recreational, or other programs or activities on the basis of the protected classes listed above.

Discrimination is defined as any action, policy or practice, including bias, stereotyping, and pupil harassment, which is detrimental to a person or group of persons and differentiates or distinguishes among persons, or limits or denies opportunities, privileges, roles or rewards or perpetuates the effects of past discrimination, based on the protected class of the individual or group of individuals. Pupil harassment is also a form of discrimination and is defined as behavior towards pupils based on a protected class which substantially interferes with a pupil's school performance or creates an intimidating, hostile or offensive school environment.

No student 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 career or technical education opportunities or any curricular, extracurricular, student services, recreational, or other programs or activities on the basis of his/her sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, or physical, mental, emotional, or learning disability, or handicap. The curricular programs specifically include any career and technical education opportunities, including Career and Technical Education in the areas of Business and Information Technology, Family and Consumer Science, Health Science, Marketing, and Technology and Engineering Education.

The District shall provide students who have been identified as having a handicap or disability, under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, with reasonable accommodations in educational services or programs. Students may be considered handicapped or disabled under this policy even if they are not covered under the District's special education policies and 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, upon written request, and with approval of the building principal. 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.

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The District shall examine existing policies and develop new policies where needed to ensure that it does not discriminate in violation of state and federal laws. Complaints under this policy should be filed in accordance with the established procedures. The Superintendent shall assure adoption of a complaint procedure to resolve complaints under this policy and shall assure that the District's compliance with state law is evaluated and reports are filed in accordance with state law and regulations.

No recipient or other person may intimidate, threaten, coerce, retaliate, or discriminate against any individual for making, filing, or assisting with a complaint. If any person believes that the School District of South Milwaukee or any part of the school organization has inadequately applied the principles and/or regulations of Title VI, Title IX, Section 504 or Americans with Disabilities Act or in some way discriminates on the basis of sex, race, religion, national origin, color, ancestry, creed, pregnancy, parental or marital status, sexual orientation, gender identity, physical, learning, mental or emotional disability or handicap in violation of state or federal law, he/she may bring forward a verbal or written complaint to the Director of Personnel, Administrative and Legal Services at 901 15th Avenue, South Milwaukee, Wisconsin 53172. The phone number of the Director of Personnel, Administrative and Legal Services is 414-766-5011.