



## **BOARD POLICY 112**

### **112 - Discrimination**

It is the policy of the School District of Fort Atkinson that no person may be denied employment by, admission to any school in the District, be denied participation in, benefits of, or be discriminated against in any curricular, co-curricular, pupil service, recreational or other program or activity because of the person's sex, race, color, national origin, protected veteran status, ancestry, creed, pregnancy, marital or parental status, sexual orientation including transgender status, gender expression, gender identity, gender nonconformity or change of sex, genetic information, 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 and national origin) and Section 504 of the Rehabilitation Act of 1973.

Individuals who believe they have been or are being discriminated against may file a written complaint in accordance with the procedures set forth in AR 112. There shall be no retaliation against any individual who, in good faith, files a complaint under this policy. Any person who engages in retaliatory conduct against a complainant in violation of this policy shall be subject to disciplinary action.

This policy will be published annually and information about procedures (AR 112) will be provided upon request.

The District nondiscrimination officer is the Director of Pupil Services.

Legal Ref.: Sections 111.31-111.39; 118.13; 118.195; 118.20, Wisconsin Statutes  
Titles VI and VII - Civil Rights Act of 1964 as Amended  
Title IX - Education Amendment of 1972  
Sec. 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 1991  
Individual with Disabilities Education Act  
PI 9 and PI 41 of the Wisconsin Administrative Code  
Genetic Information Nondiscrimination Act of 2008 (GINA)

Cross Ref.: Administrative Rule 112 – Discrimination Complaint Procedures  
Administrative Rule 112, Exhibit A – Discrimination Complaint Form  
Board Policy 411.1 – Student Harassment  
Administrative Rule 411.1 – Student Harassment Complaint Procedures  
Board Policy 512 – Employee Harassment  
Administrative Rule 512 – Employee Harassment Complaint Procedures  
Board Policy 760 – Food Service Management  
Board Policy 840 – Gifts to the School District

Approved: March 20, 2003

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January 28, 2015 pending Board approval