

411 - EQUAL EDUCATIONAL OPPORTUNITIES

The District is committed and dedicated to the task of providing a free and appropriate education for every student in the District.

The right of the student to be admitted to school and to participate fully in curricular, co-curricular, student services, recreational or other programs or activities shall not be abridged or impaired because of a student's gender, race, religion, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional or learning disability/handicap.

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent or 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.

Students who have been identified as having a handicap or disability, under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, shall be provided 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 procedures

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 accommodations shall be made in writing and approved by the building principal. Accommodations may include, but not necessarily be limited to, exclusion from participation in an activity, alternative assignments, and release 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.

Gender identity issues can affect student use of facilities and the provision of equal educational opportunities. The definitions below are not intended to label students but rather to assist in understanding these guidelines and District expectations for staff under District policies. Students may or may not use these terms to describe themselves.

Definitions:

- A. "Transgender" describes people whose gender identity is different than their biological sex assigned at birth.
- B. "Gender identity" is a person's deeply held sense or psychological knowledge of their own gender, regardless of the biological sex they are

assigned at birth. Everyone has a gender identity.

- C. "Gender nonconforming" describes people whose gender expression differs from stereotypical or prevailing social expectations, such as "feminine" boys or "masculine" girls, or those who are perceived as androgynous.
- D. "Gender expression" refers to the way a person expresses gender, such as clothing, hairstyles, activities or mannerisms.
- E. "Ancestry" refers to the country from where your ancestors came.
- F. "National Origin" refers to the country from where you were born.
- G. "Creed" refers to the basic beliefs of a religious faith.

Any student who has a need or desire for increased privacy, regardless of the underlying reason, may be provided with access to a single-access restroom where such a facility is reasonably available, but no student shall be required to use such a restroom because of the student's transgender or gender nonconforming status.

If a transgender student makes any request regarding the use of segregated restrooms or locker rooms or any similar type of changing area, the request shall be addressed on a case-by-case basis to (a) facilitate the transgender students access to the District's physical education curriculum and other relevant programs; (b) ensure adequate student privacy and safety; and (c) minimize stigmatization of the transgender student.

Complaints regarding the interpretation or application of this policy shall be referred to the District Administrator and processed in accordance with established procedures.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year in the District's official newspaper and posted in each school building in the District. In addition, a student nondiscrimination statement shall be included in student and staff handbooks, and other published materials distributed to the public as required by law.

*Legal References: Section 118.13 & 118.34 of Wisconsin State Statutes
PI 9 & 41 of Wisconsin Administrative Code
Title IX, Education Amendments of 1972
Title VI, Civil Rights Act of 1964
Section 504 of the Rehabilitation Act
McKinney-Vento Homeless Assistance Act*

Adopted: January 16, 2013

Revised: December 21, 2016, July 19, 2017