

# ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

## ADMINISTRATIVE POLICY 1.04 NONDISCRIMINATION

(1) No person may be denied admission to or participation in the benefits of any public school in the Milwaukee Public Schools, or be discriminated against in any curricular, extracurricular, student service, recreational, or other program or activity, because of the person's sex, gender, gender identity, gender expression, gender nonconformity, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap, or any other characteristic protected by applicable law, including without limitation by enumeration: section 118.13, Wis. Stats.; Title IX of the Education Amendments of 1972 (sex); Title VI of the Civil Rights Act of 1964 (race, color, and national origin); and section 504 of the Rehabilitation Act of 1973 (disability). The district may operate single-gender schools and/or provide single-gender classes, in accordance with sections 118.13(1) and 120.13(37m), Wis. Stats.

(2) Milwaukee Public Schools is committed to equal employment opportunity and non-discrimination, as required by the law for all individuals in the MPS workplace regardless of race, color, ancestry, religion, gender, gender identity, gender expression, gender nonconformity, sex, national origin, disability, age, creed, sexual orientation, marital status, veteran status, or any other legally protected characteristic or legally protected activity, such as participation in the complaint process. MPS will not tolerate illegal treatment based on a protected characteristic or activity.

(3) Discrimination complaints in educational or employment policies and practices shall be dealt with in an expeditious and forthright manner. The superintendent shall establish procedures to process alleged discrimination complaints to implement administrative policy.

**History:** Adopted 03-02-76; Revised 1984, 04-20-95, 11-28-05, 08-28-08, 09-18-14, 08-25-16; Reaffirmed 6-29-2023

**Previous Coding:** Admin. Policy AC, prior to May 1995

**Legal Ref.:** Civil Rights Act of 1964, as amended in 1972, Title VI, Title VII; Executive Order 11246, 1965, as amended by Executive Order 11375; Equal Employment Opportunity Act of 1972, Title VII; Education Amendments of 1972, Title IX (P.L. 92-318); 45 CFR, Parts 81, 86 (Federal Register June 5, 1975, August 11, 1975); Laws of Wisconsin Relating to Public Schools, 118.195, 118.2

**Cross Ref.:**

Admin. Proc.	1.04	Nondiscrimination
Admin. Policy	6.02	Equal Employment Opportunity
	8.01	Student Nondiscrimination
Admin. Proc.	6.02	Equal Employment Opportunity Complaint Procedure

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