

DeForest Area School District
Administrative Regulation

TITLE: NONDISCRIMINATION	NUMBER: AR 3.8(3)
<i>Executive Limitation: EL 3, Treatment of Staff (3.8 –Harassment)</i>	
Recorded as Administrative Regulation: <i>Established: 3/8/04 Revisions: 11/24/08, 9/12/11</i>	
Origin as Board Of Education Policy: Board of Education 112 <i>Established: 4/16/97 Revisions: 5/29/97</i>	

The DeForest Area School District shall not discriminate on employment against properly qualified and eligible individuals by reason of age, culture, religion, color, ethnicity, race, national origin, gender, sexual orientation, language, disability, economic status, creed, marital status, handicap, military or veteran status, ancestry, arrest or conviction record, political affiliation, genetic information, homeless status, or any other factor provided for by state and federal laws and regulations. Reasonable workplace accommodations shall be made, upon request, for qualified individuals with a disability, unless such accommodations would impose an undue hardship to the District.

It is the intent of the DeForest Area School District to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Grievance procedures have been established for students, parents, and employees who believe discrimination has been shown by the DeForest Area School District. Specific complaints of alleged discrimination should be referred to:

Employment discrimination:
Director of Human Resources
DeForest Area School District
520 E. Holum Street DeForest, WI 53532

Educational discrimination:
Director of Pupil Services
DeForest Area School District
520 E. Holum Street DeForest, WI 53532

Formal Complaint Procedure

1. A written statement of the complaint shall be prepared by the complainant and signed. This complaint shall be presented to the Director of Human Resources or Director of Pupil Services within ten (10) school/work days of the alleged discrimination. The Director shall further investigate the matters of the complaint and reply in writing to the complainant within ten (10) school/work days.

2. If the complainant wishes to appeal the decision of the Director, he/she may submit a signed statement of appeal to the Superintendent within five (5) school/work days after receipt of the Director's response to the complaint. The Superintendent shall meet with all parties involved, formulate a conclusion, and respond in writing to the complainant within ten (10) school/work days.

3. If the complainant remains unsatisfied, he/she may appeal through a signed, written statement to the Board of Education within five (5) school/work days of his/her receipt of the Superintendent's response.

REFERENCES:

Executive Order 11246

Title II of the Education Amendments of 1976

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

Title IX Regulation Implementing Education Amendments of 1972

Section 504 of the Rehabilitation Act of 1973

Age Discrimination Act of 1975

Americans with Disabilities Act 1990

Americans with Disabilities Act Amendment 2008

Subchapter II of Chapter III, Wisconsin Statutes entitled "Fair Employment"

Section 118.13 Wisconsin Statutes

CROSS REFERENCES:

AR 6.2a(1f) - Equal Educational Opportunities

AR 3.2(1) - Equal Employment Opportunities

