

**CUMBERLAND SCHOOL DISTRICT
EQUAL EDUCATIONAL OPPORTUNITY AND NON-DISCRIMINATION
POLICY**

411

The Cumberland School District is committed to equal educational opportunity for all students in the District.

It is the policy of the Cumberland School District that no person, on the basis of color, sex, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, learning disability or handicap as required by s 118.13, WI Stats. may be denied admission to any school in this District or be denied participation in any curricular, extra curricular, pupil services, recreational, or other programs or activities.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race, national origin, color), Title IX of the Education Amendments of 1972 (sex), Section 504 of the Rehabilitation Act of 1973 (handicap), and American Disabilities Act of 1990 (disability).

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 and 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 provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for accommodation shall be in writing and approved by the building principal. Accommodations may include, but not necessarily be limited to, exclusion from participation in an activity, alternative assignment, 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.

The Cumberland School District shall not discriminate in the student access and/or use of school facilities or in opportunities for student participation in athletic programs or activities on the basis of any of the above-mentioned factors. This policy does not prohibit separate locker rooms, showers, and toilets for males and females, provided such facilities are comparable, nor does it prohibit separate programs in interscholastic athletics for males and females, provided such programs are comparable.

It shall be the responsibility of the District Administrator to examine the existing policies and develop new policies where needed to ensure that the Cumberland School District does not discriminate pursuant to federal and state law. The District Administrator, or designee, shall ensure that an employee is designated annually to receive complaints filed

under this policy. That employee shall assure adoption of a complaint procedure to resolve complaints alleging violation of these laws and assure that an evaluation of the District's compliance with state law is completed every five years and submit the required form to the Department of Public Instruction annually.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year and posted in each building in the District. In addition, a student nondiscrimination statement shall be included in student and staff handbooks, course selection handbooks, and other published materials distributed to the public describing school activities and opportunities.

Legal Ref.: Section 118.13, Wisconsin Statutes
PI9 and PI41, Wisconsin Administrative Code
Title IX, Education Amendments of 1972
Title VI, Civil Rights Act of 1964
Section 504, Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Individuals with Disabilities Education Act
Civil Rights Act of 1991

Cross Ref.: 511-Rule(1), Title IX Grievance Procedure
511-Rule(2), ADA Complaint Procedure
411-Exhibit, Public Notification of Nondiscrimination Policy

Adopted: April 20, 2000

**CUMBERLAND SCHOOL DISTRICT
PUBLIC NOTIFICATION OF NON-DISCRIMINATION POLICY
411 EXHIBIT**

It is the policy of the Cumberland School District that no person, on the basis of color, sex, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, learning disability or handicap as required by s 118.13, WI State Statutes may be denied admission to any school in this District or be denied participation in any curricular, extra curricular, pupil services, recreational, or other programs or activities.

This policy also prohibits discrimination under related federal statutes, including Title VI of the Civil Rights Act of 1964 (race, national origin, color), Title IX of the Education Amendments of 1972 (sex), Section 504 of the Rehabilitation Act of 1973 (handicap), and American Disabilities Act of 1990 (disability).

The District encourages informal resolution of complaints under this policy. However, a formal complaint resolution procedure is available to address allegations of violations of the policy in the Cumberland School District.

Any questions concerning this policy should be directed to: District Administrator, Cumberland School District, 1010 8th Avenue, Cumberland, WI 54829, 715/822-5124 (ext. 301).

Inquiries related to Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disabilities, should be directed to: School Psychologist, 1530 2nd Avenue, Cumberland, WI 54829.

Adopted: April 20, 2000

Revised: January 22, 2007