

PUBLIC NOTIFICATION OF STUDENT NON-DISCRIMINATION POLICY

The Rice Lake Area School District prohibits all forms of unlawful discrimination against students and other persons in all aspects of the District's programs and operations. Accordingly, consistent with section 118.13 of the state statutes, no person shall unlawfully be discriminated against in any curricular, extracurricular, pupil service, recreational or other program or activity because of the person's sex, sexual orientation, race, national origin, ancestry, religion, creed, pregnancy, marital or parental status, or physical, any mental, emotional or learning disability.

In addition, it is the policy of the Rice Lake Area School District that no person on the basis of gender identity or gender expression, be denied admission to any school in this District or be denied participation in, denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil services, recreational, or other program.

The District likewise requires and enforces nondiscrimination in a manner consistent with the rights and obligations established under all applicable federal civil rights laws, including the current provisions of Titles IV and VI of the Civil Rights Act of 1964 (race, color, religion, sex, or national origin), Title IX of the Education Amendments of 1972 (sex), Section 504 of the Rehabilitation Act (disability), the Americans with Disabilities Act (including Title II of the ADA, which prohibits discrimination on the basis of disability in state and local government services), the Age Discrimination Act (age), and the civil rights provisions associated with the Elementary and Secondary Education Act and the District's participation in federal meal programs.

The District's commitment to nondiscrimination and to responding appropriately to any report, allegation, or confirmed incident of unlawful discrimination against any student is further addressed in the Board of Education's policies, including but not limited to Board Policy 113, 114, Board Policy 411, and Board Policy 411.3. As further required by the Board's policies and applicable law:

- The District provides legally-required accommodations and appropriate educational services or programs for students who have a qualifying disability, regardless of the nature or severity of the disability. The District also provides for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements.
- Pursuant to the current provisions of Title IX of the Education Amendments of 1972 and under the regulations set forth in Chapter 106 of Title 34 of the Code of Federal Regulations ("the federal Title IX regulations"), the District does not unlawfully discriminate on the basis of sex in any education program or activity that the District operates. A more comprehensive notice covering the application of Title IX to the District is available on the District's website at https://www.ricelake.k12.wi.us/district/title_ix_non-discrimination. The District's Title IX notice identifies each of the District's designated Title IX Coordinators and includes additional information on how to report or file a complaint of sex discrimination, how to report or file a formal complaint of sexual harassment under Title IX, and the manner in which the District will respond to such reports or complaints.
- District shall provide children of homeless individuals and unaccompanied homeless youth, as identified under federal law, with equal access to the same free, appropriate public education, including the provision of comparable services, as the District provides to other children and youth who reside in or otherwise attend school in the District.

- All District career and technical education opportunities are offered to students on a nondiscriminatory basis. Additional information regarding such program offerings and the applicable admission/participation criteria can be obtained by contacting any school's student services office.

The contact information for the District's primary nondiscrimination coordinator for student matters is as follows:

Susan Strouf, Director of Pupil Services
700 Augusta Street, Rice Lake, WI 54868
(715) 234-9007
stroufs@ricelake.k12.wi.us

The nondiscrimination coordinator identified above is authorized to receive any student discrimination complaint, including any complaint arising under Chapter PI 9 (student nondiscrimination under state law) or Chapter PI 41 (accommodation of students' religious beliefs) of the Wisconsin Administrative Code.

Board Policy 113 and 114 further provides that an individual who is alleged to be the victim of conduct that could constitute sexual harassment under the federal Title IX regulations, or a parent or guardian who has a legal right to act on behalf of such an individual, may file a formal complaint of sexual harassment. Any such formal complaint of Title IX sexual harassment shall be submitted in writing or as an electronic submission to a District Title IX Coordinator in person, by U.S. mail, or by electronic mail.

Formal complaints alleging Title IX sexual harassment will be processed using the District's designated Title IX grievance process for such complaints. Unless applicable laws require the use of other processes (e.g., for certain special education matters), any other reports or complaints of prohibited student discrimination or prohibited retaliation will normally be processed under the complaint procedures that the District has established under Board Policy 411. For a complete copy of such complaint procedures, refer to 411 Rule (1) on the District's website.

Questions concerning this notice, the District's nondiscrimination policies, the application of student nondiscrimination laws to the District, or the District's complaint procedures may be directed to the nondiscrimination coordinator identified in this notice.

By following all required procedures and timelines of the applicable non-District entity, complaints of unlawful student discrimination may also be filed externally with an appropriate state or federal court or agency. Such courts and agencies independently determine the extent to which any given complaint falls within their scope of authority.

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