

## **Independence School District**

### **Annual Notice of Non Discrimination Policy**

It is the policy of the Independence School District to comply with all federal and state laws prohibiting discrimination against anyone in a protected class in its educational programs or activities and its employment practices. This includes not discriminating against a person on the basis of sex, sexual orientation, race, national origin, ancestry, color, age creed, religion, pregnancy, marital status, physical, mental emotional, or learning disability, arrest or conviction record, membership in the national guard, state defense force, or reserved component of the military forces of Wisconsin or the United States, use or nonuse of lawful products off the employer's premises during nonworking hours, or any other reason prohibited by state or federal law.

Students, who have been identified as having a handicap or disability, under Section 504 of the Rehabilitation Act or the American with Disabilities Act, shall be provided with reasonable accommodations in educational series 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.

It is the intent of the Independence 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. Complaint procedures have been established for students, their parents/guardians and employees who believe they have witnessed or been the subject of any discriminatory behavior.

Grievance procedures for Title IX, section 504 and S.118.13 Wisconsin Statute have been established for students, their parents, and employees who believe that discrimination has been shown by the School district. The district encourages informal resolution of complaints. However, to address allegations of violations of its nondiscrimination policy, the Independence School District has a formal complaint resolution process.

Any questions concerning the Board's Non-discrimination Policy (see Board policy 411) should be directed to the District's Equal Opportunity Officer:

Barry Schmitt, District Administrator,  
Independence School District,  
23786 Indee Blvd.,  
Independence, WI 54747.

Complaints may also be filed with the OFFICE OF CIVIL RIGHTS:

Office of civil Rights – Region V  
300 South Wacker Drive  
Eighth floor  
Chicago, IL 60606