



Book	POLICY MANUAL
Section	400 STUDENTS
Title	Equal Educational Opportunities
Code	411
Status	Active
Adopted	February 25, 1980
Last Revised	April 24, 2023
Last Reviewed	July 8, 2024

The West Bend School District is firmly committed to an educational environment that is free of discrimination and harassment in any form. The West Bend School District staff shall make every effort to provide equal opportunities for students to participate in school-sponsored activities and/or programs.

The District does not unlawfully discriminate in any of its programs, services, or activities on the basis of sex, sexual orientation, race, color, national origin, ancestry, religion, creed, age, pregnancy, marital or parental status, any physical, mental, emotional, or learning disability, or any other legally-protected status or classification. This commitment to nondiscrimination includes the right of students to be admitted to school and to participate fully, without unlawful discrimination, in curricular and co-curricular programs and activities, career and technical education, student services, recreational programs, and other District programs and activities.

The District shall provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to all examinations and other academic requirements, requests for such accommodation shall be made in writing and approved by the building principal or assistant principal. Accommodations may include, but not necessarily limited to, exclusion from participation in an activity, alternative assignments, released time from school to participate in religious activities, and opportunities to make up work missed due to attendance at religious observance.

Children of homeless individuals, children in foster care, and unaccompanied youth (youth not in the custody of a parent or guardian) as identified under federal law shall have equal access to the same free, appropriate public education, including comparable services, as those provided to other children and youth who reside in the District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The District shall provide all appropriate and legally-required accommodations, educational services, and/or programs for students who have been identified as having a disability, regardless of the nature or severity of the disability, and regardless of whether the student qualifies for the District's special education program. Facilities modifications necessary to provide for appropriate access and participation for persons with disabilities shall be made to the extent required by law.

The District encourages informal resolution of complaints, however a formal complaint procedure is available under this policy. If any person believes that the District has discriminated against any student on the basis listed above, he/she may file a complaint. The procedure for filing a complaint is outlined in the District administrative rule. Complaints regarding the interpretation or application of this policy will be referred and processed in accordance with established procedures.

Notice of this policy and its accompanying complaint procedures will be made available to students, parents, employees, and others to inform them about the proper process of making a complaint. The information will be published in student, parent, and staff handbooks; and news articles before the start of school and other appropriate times. Reference to the Board policies will be posted in staff rooms and school counseling offices, and course offering booklets/curriculum guides.

Legal

- [Section 118.13 \[student nondiscrimination; policy/procedures required\]](#)
- [Section 118.134 \[race-based nicknames, logos, mascots\]](#)
- [PI 9 \[student nondiscrimination; policy/procedure/notice required\]](#)
- [PI 41 \[accommodating student religious beliefs; policy required\]](#)
- [Title IX, Education Amendments of 1972 \[sex discrimination\]](#)
- [Title VI, Civil Rights Act of 1964 \[race, color and national original discrimination\]](#)
- [Section 504 of the Rehabilitation Act \[disability discrimination; free and appropriate public education \(FAPE\) and reasonable accommodations\]](#)
- [Title II of the Americans with Disabilities Act \[disability discrimination; reasonable accommodations\]](#)
- [Individuals with Disabilities Education Act \[programs and services for students with disabilities\]](#)
- [McKinney-Vento Homeless Assistance Act \[equal access for homeless students; required policies to remove barriers\]](#)
- [Age Discrimination Act of 1975 \[age discrimination in programs or activities receiving federal financial assistance\]](#)
- [Elementary and Secondary Education Act §6312\(e\)\(3\)\(D\) – nondiscrimination in admission to federally-assisted education programs on the basis of surname or language-minority status\]](#)