

NONDISCRIMINATION

The School District of Fall Creek is committed to a policy of nondiscrimination in relation to race, color, creed, ancestry, pregnancy, religion, sex or sexual orientation, age, national origin, disability, marital status or parental status, political affiliation, arrest or conviction record, or other factors provided for by state and federal laws. This policy will prevail in all matters concerning staff, students, the public, educational programs and services, and individuals with whom the Board does business.

In keeping with the requirements of state and federal law, the School District of Fall Creek shall strive to remove any vestige of discrimination in employment, assignment, and promotion of personnel; in educational opportunities and services offered students, in their assignment to schools and classes and in their discipline; in location and use of facilities; and, in educational offerings and materials.

Complaints regarding the interpretation or application of this policy shall be referred the District's coordinator for IX (sex) and pupil non discrimination (multiple protected groups) Brad Ceranski, 336 E. Hoover Ave Fall Creek, WI 54742. Phone 715-877-1090 email: bradceranski@fallcreek.k12.wi.us or the District's coordinator for section 504/Title II of the ADA (disability) Kelly Speckien, 336 E. Hoover Ave Fall Creek, WI 54742. Phone 715-877-1036 email: kellyspeckien@fallcreek.k12.wi.us and processed in accordance with established procedures.

LEGAL REF.: Title VI, Civil Rights Acts of 1964
Title IX, Education Amendments of 1972 Section 504 of
Rehabilitation Act of 1973 Sections 111.31 - 111.38 Wisconsin
Statutes

118.13
118.195
118.20

CROSS REF.: 111-Rule, Complaint Procedures (Nondiscrimination) 411, Equal Educational Opportunities

APPROVED: December 2, 1991

REVISED: July 19, 2010

REVISED: November 19, 2018

COMPLAINT PROCEDURES
(NONDISCRIMINATION)

113-RULE

Any complaint regarding the interpretation or application of the district's nondiscrimination policy shall be processed in accordance with the following procedures:

- (1) Any employee, student, job applicant, or citizen complaining of discrimination on the basis of race, color, creed, ancestry, pregnancy, religion, sex or sexual orientation, age, national origin, disability, marital status or parental status, political affiliation, arrest or conviction record or other factor provided for by state or federal law shall report the complaint to the district administrator. This report shall be in writing, be signed, dated and contain a statement of facts concerning the alleged noncompliance.
- (2) The district's coordinator for IX (sex) and pupil non discrimination (multiple protected groups) Brad Ceranski or District's coordinator for section 504/Title II of the ADA (disability) Kelly Speckien, upon receiving such a complaint shall: (a) immediately undertake an investigation of the suspected infraction, and (b) within 15 working days after the date of the receiving resolution, decide the merits of the case, determine the penalty to be imposed, and report in writing the findings and recommended resolution to the grievant.
- (3) If any of the parties are dissatisfied with the recommended resolution, they may file an appeal in writing with the Board within 15 working days after the date of recommended resolution.
- (4) The Board shall hear the appeal at its next regular meeting, or at the Board President's discretion, the appeal may be considered at a special meeting.
- (5) The Board shall make its decision in writing within 3 working days of the hearing. The Board shall have the power to affirm, reverse or modify the decision being appealed.
- (6) Appeal beyond the Board may be made to appropriate agencies (e.g. State Superintendent of Public Instruction, Equal Employment Opportunities Commission) and/or the courts having proper jurisdiction.

LEGAL REF.: Title VI, Civil Rights Acts of 1964, Title IX, Education Amendments of 1972, Age Discrimination Act of 1967, Sections 504 of Rehabilitation Act of 1973, Sections 111.31 – 111.39, Wisconsin Statutes 118.13, 118.195, 118.20

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