

Lancaster Community School District

Board of Education

**NONDISCRIMINATION POLICY**

It is the policy of the Lancaster Community School District to provide equality of opportunity in the educational program and in the employment of all persons within its jurisdiction. In compliance with existing federal and state statutes and regulations, the district affirms that:

- (1) it will not discriminate against students on the basis of gender, race, national origin, religion, color, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability or handicap; and
- (2) it will not discriminate against employees or applicants for employment on the basis of age, race, color, national origin, disability, citizenship, gender or sexual orientation, handicap, marital status or pregnancy, ancestry, arrest record, conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or Wisconsin, or use or nonuse of lawful products off school premises during nonworking hours.

Reasonable accommodations shall be provided to individuals with disabilities or handicaps in accordance with federal law and budgetary limitations. The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for religious accommodations shall be made in writing and approved by the building Principal.

Inquiries or complaints regarding the interpretation or application of this policy shall be referred and processed in accordance with established procedures.

Notice of this policy shall be published in the local newspaper and published elsewhere as is necessary to give notice.

LEGAL REF:           Titles VI and VII, Civil Rights Act of 1964  
                          Title IX, Education Amendments of 1972  
                          Section 504 of Rehabilitation Act of 1973

Americans with Disabilities Act of 1990  
Immigration Reform and Control Act  
Civil Rights Act of 1991  
Age Discrimination Act of 1967  
Pregnancy Discrimination Act  
Sections 111.31 - 111.395 Wisconsin  
Statutes  
118.13  
118.195  
118.20  
PI 9, Wisconsin Administrative Code  
PI 41

CROSS REF: Equal Educational Opportunities  
Special Education Handbook

Approved: November 9, 1977

Revised: October 14, 1981  
January 13, 1988  
February 13, 2014