

411 DISCRIMINATION AND HARASSMENT PROHIBITED

1. The School District of Wisconsin Rapids is committed to equal educational opportunity for all district students.
2. The Wisconsin Rapids Public School District will not deny any person admission to, participation in, or the benefits of any curricular, extra-curricular, pupil services, recreational or other program or activity because of a person's gender, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability. The District specifically prohibits staff members, students and volunteers from discriminating against or harassing others based on any of the characteristics described in this paragraph. This policy does not; however, prohibit the District from placing a student in a school, class, program or activity based on objective standards of individual performance or need.
 - a. For purposes of paragraph one, 'discrimination' means any action, policy or practice, including bias, stereotyping and pupil harassment, that is detrimental to a person or group of persons and differentiates or distinguishes among persons, or that limits or denies a person or group of persons opportunities, privileges, roles or rewards based, in whole or in part, on gender, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability, or any other characteristic identified in paragraph one, above, or that perpetuates the effects of past discrimination.
 - b. For purposes of paragraph one, 'Harassment' means behavior towards students or staff members based, in whole or in part, on gender, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability, or any other characteristic identified in paragraphs 1 and (a), above, that substantially interferes with a student's school performance or a staff member's work performance or creates an intimidating, hostile or offensive school and/or work environment.
3. The District offers fair and equal employment opportunities, and prohibits discrimination and harassment based on an employee's or applicant's age, race, color, creed, religion, disability, marital status, gender, sexual orientation, national origin, ancestry, citizenship, arrest record, conviction record, pregnancy, 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 District premises and away from District-sponsored activities, as required by law.
4. Discrimination and harassment can arise from a broad range of physical or verbal behavior which can include, but is not limited to, the following:
 - a. Physical or mental abuse;
 - b. Racial, ethnic or religious insults or slurs;
 - c. Unwelcome sexual advances or touching;
 - d. Sexual comments, jokes, stories or innuendos;
 - e. Display of sexually explicit or otherwise offensive posters, calendars or materials;
 - f. Making sexual gestures with hands or body movements;
 - g. Intentionally standing close or brushing up against a student or employee;
 - h. Inappropriately staring at a student or employee or touching his or her clothing, hair or body; and
 - i. Asking personal questions about a student or employee's sexual life.
5. These activities are offensive and inappropriate in the school environment. This is a serious issue not just for the District, but also for each individual. The District specifically prohibits discriminatory or harassing conduct, condoning such conduct by allowing it to go on, and pre-judging harassment or discrimination complaints. District staff members may be held individually liable for harassment or for allowing students to harass each other, and may be subject to the penalties imposed upon employers under state or federal law. The District's policy prohibiting harassment applies to all students, staff members and volunteers whether at school, at school-sponsored co-curricular, extracurricular or social functions, or otherwise. In particular, staff members should

understand that they are “on duty” whenever they are with students, even if they are not at school or not at a school-sponsored event.

6. Any District staff member who engages in harassment or discrimination, or retaliates against another person because of a harassment/discrimination report or participation in an investigation, is subject to immediate discipline, up to and including discharge. Any student who engages in harassment or discrimination, or retaliates against another person because of a harassment/discrimination report or participation in an investigation, is also subject to immediate discipline, up to and including suspension and expulsion from the District. Any volunteer who engages in harassment or discrimination, or retaliates against another person because of a harassment/discrimination report or participation in an investigation, may be prohibited from volunteering for the District in any capacity.
7. If any student, staff member or volunteer is aware of a possible violation of this policy, he or she must respond immediately and not ignore the problem. Students, staff members and volunteers should follow the reporting procedures outlined below as soon as possible. It is important that students, staff members and volunteers inform designated administrators about inappropriate conduct as soon as possible, because the District cannot do anything to remedy the problem if the District does not know that the problem exists.
8. This policy prohibiting discrimination and harassment applies to the acceptance and administration of gifts, bequests, scholarships and other aids, benefits, or services to students from private agencies, organizations or persons. It also applies to school sponsored food service programs, the selection of instructional and library media materials, and the methods, practices and materials used for testing, evaluating and counseling students.
9. This policy does not, however, prohibit the use of special testing or counseling materials or techniques to meet the individual needs of students. Furthermore, this policy does not prohibit separate locker rooms, showers and toilets for males and females, although the District will maintain comparable separate facilities. Finally, this policy does not prohibit separate programs in interscholastic athletics for males and females, although the District will provide programs that are comparable in type, scope and District support.

LEGAL REF.: Wisconsin Statutes Section §118.13- Pupil Discrimination Prohibited
PI 9 Wisconsin Administrative Code – Pupil Nondiscrimination
PI 41 Wisconsin Administrative Code – Accommodation of Religious Beliefs
Wis. Stat. §111.321 – Prohibited Bases of Discrimination
Wis. Stat. §111.322 – Discriminatory Actions Prohibited
Wis. Stat. §111.325 – Unlawful to Discriminate
Title VI of the Civil rights Act of 1964
Title IX, Educational Amendments of 1972
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act of 1990
Individuals with Disabilities Education Act Amendments of 1997
Civil Rights Act of 1991

CROSS REF.: 411 Rule, Student Discrimination and Harassment Complaint Procedures
333, Parent Rights and the Curriculum
386, Religion in the Schools
431 Rule, Student Attendance Procedures

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