

**SERIES 100  
BOARD OF EDUCATION**

112

**GENERAL NONDISCRIMINATION POLICY**

Marshall Public Schools shall not discriminate on the basis of religion, sex (which includes gender identity, gender expression, transgender status, and gender non-conforming behaviors), race, national origin, age, ancestry, creed, color, political affiliation, membership in the National Guard, state defense force or any reserve component of the United States military or state military forces, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap or other bases prohibited under state or federal law. This rule also prohibits discrimination as defined by Title IX of the Education Amendments of 1972 (sex), Title VI of the Civil Rights Act of 1964 (race, color, and national origin), and Section 504 of the Rehabilitation Act of 1973. This rule 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.

This policy shall prevail in all matters concerning the public and individuals with whom the Board does business. Reasonable accommodations shall be made for persons with handicaps or disabilities in accordance with requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

The District Administrator shall be designated to receive complaints regarding the interpretation or application of this policy.

Legal References:     Sections 111.31 – 111.395 Wisconsin Statutes  
                                     118.13  
                                     118.195  
                                     118.20  
                                     Titles VI and VII, Civil Rights Act of 1964  
                                     Title IX, Education Amendments of 1972  
                                     Section 504, Rehabilitation Act of 1973  
                                     Americans with Disabilities Act of 1990

Cross References:     Board Rule 112, General Discrimination Complaint Procedures  
                                     Board Exhibit 112, Discrimination Complaint Form  
                                     411, Equal Educational Opportunities  
                                     411.1, Student Sexual Harassment  
                                     511, Equal Employment Opportunities  
                                     511.1, Employee Sexual Harassment

Date of Adoption:     August 22, 1994  
Dates of Revision:     November 19, 2008  
                                     February 18, 2015  
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