

The School District of Mosinee is committed to a policy of nondiscrimination in relation to race, color, religion, sex or sexual orientation, age, national origin, handicapped, marital status, political affiliation, arrest or conviction record, membership in the National Guard, State Defense, or any other reserve component of the military forces of Wisconsin or the United States, or any other reason prohibited by state or federal law. This policy will prevail in all matters concerning staff, students, the public, educational programs, inservices, and individuals with whom the board does business.

The school district shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective cooperative living including:

1. respect for the individual regardless of economic or marital status, intellectual ability, race, creed, color, religion, sex or sexual orientation, age, arrest, or conviction record;
2. respect for cultural differences;
3. respect for economic, political, and social rights of others;
4. and respect for the rights of others to seek and maintain their own identities.

The school district shall continue to re-examine thoroughly all parts of the curriculum to make sure that it emphasizes positive human relationships. The instructional materials used in the schools must accurately portray the history and contributions in culture of the various ethnic groups in our society.

The school district will identify, evaluate, and provide an appropriate public education to students who are handicapped within the meaning of Section 504 of the Rehabilitation Act of 1973.

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

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Legal Reference: Title II, Title VI, Title IX, 1972 Education Amendments, Section 504 Rehabilitation Act of 1973, Wisconsin Statutes 111.32-111.39, 118.195, 118.20

Cross Reference: 112-R – Nondiscrimination/Complaint Procedures, 511 – Equal Opportunity Employment, 511-R – Equal Opportunity Employment/Complaint Procedures, 411 – Equal Educational Opportunities, 411-R – Equal Education Opportunities (Complaint Procedures), 870 – Resolution of Public Concerns, 870-R – Guidelines for Processing Public Complaints

Modified: November 1992, October 2005

Initial Policy Approval Date: February 1989

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## Employee Nondiscrimination Notice

The Mosinee School District shall not discriminate on the basis of race, religion, creed, political affiliation, physical, mental, emotional, learning or other disability, sex, sexual orientation, age, national origin, citizenship, marital or parental status, ancestry, color, arrest or 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 any other reason prohibited by state or federal law.

The District will provide reasonable accommodations for individuals with disabilities or handicaps in compliance with Section 504 of the Rehabilitation Act and Americans with Disabilities Act. Individuals requesting accommodations should file the request to Brent Zimmerman, Business Manager, 591 West Highway 153, Mosinee, WI 54455 at (715) 693-2530.

All inquiries or complaints regarding discrimination under state or federal law shall be directed to Richard Lind, Director of Instructional Programs, Mosinee School District, 591 West Highway 153, Mosinee, WI 54455 at (715) 693-2530.

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### Acknowledgement

I acknowledge that I have read the Employee Nondiscrimination Notice above and therefore, have been legally notified of the Mosinee School District's nondiscrimination policy.

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Employee Name (Printed)

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Signature

\_\_\_\_\_  
Date