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Non-Discrimination Policy

It is the policy of the Wayne-Westland Community Schools Board of Education to prohibit any acts of unlawful discrimination in all matters dealing with students, employees or applicants for employment. The Wayne-Westland Schools reaffirms its policy of equal educational and employment opportunities for all persons without regard to race, color, gender, religion, age, height, weight, marital status or disability which is unrelated to an individual's qualifications for employment or promotion, or which is unrelated to an individual's ability to utilize and benefit from the School District's services, activities, benefits, privileges or programs. Inquiries concerning the application of Title VI, Title IX, Section 504 and Title II legislation should be directed to the Executive Director of Student and Legal Affairs, Wayne-Westland Community Schools, 36745 Marquette, Westland, MI 48185 (734-419-2083).

In General

Illegal discrimination and harassment of students are prohibited by federal and Michigan laws. This policy is intended to promote compliance with these legal obligations. This policy is also intended to establish a procedure for students and employees to follow when illegal discrimination or harassment has been alleged or has occurred. This policy is not intended, and should not be construed, to expand the liability of the district, district employees or students for illegal discrimination or harassment.

Prohibited Acts

District employees, other persons associated with the district and students are prohibited from discriminating against students on the basis of race, color, national origin, gender, religion, age, height, weight, marital status or disability. District employees, other persons associated with the district and students are also prohibited from harassing students on the basis of race, color, national origin, gender, religion, age, height, weight, marital status or disability. Prohibited harassment occurs when a student is subjected to unwelcome statements or behaviors related to his or her race, color, national origin, gender, religion, age, height, weight, marital status or disability and:

- Submission to the statements or behaviors is a condition of utilizing or benefiting from district services, activities, benefits, privileges or programs;
- Submission to or rejection of the statements or behaviors is used as a basis for a decision to limit or prevent the student's access to district services, activities, benefits, privileges or programs; or,
- The statements or behaviors substantially interfere with the student's education to the extent he or she is effectively denied access to district services, activities, benefits, privileges or programs.

Grievance Procedure

Any student who believes he or she has been subjected to prohibited discrimination or harassment is required to report the allegation to his or her principal or assistant principal. Alternatively, if the student believes his or her principal or assistant principal has engaged in prohibited discrimination or harassment, he or she is required to report the allegation to a trusted counselor or teacher. Any district employee who receives an allegation of prohibited discrimination or harassment from a student is required to immediately report the allegation to the district's Executive Director for Student and Legal Affairs.

The district's Executive Director for Student and Legal Affairs, or his or her designee, upon receiving a report of prohibited discrimination or harassment, is required to promptly conduct and complete an investigation. The nature of the investigation will depend on the allegation. However, the investigation will typically include: obtaining a complete written statement of the student's allegation; obtaining any evidence supporting the allegation, such as witness interviews, documents or other physical evidence; interviewing the alleged perpetrator; and, obtaining any evidence supporting the perpetrator's response to the allegation. The district's Executive Director for Student and Legal Affairs, or his or her designee, after completing the investigation, will reach a conclusion whether the student was subjected to prohibited discrimination or harassment. The district's Executive Director for Student and Legal Affairs may also conclude that, based on the evidence, he or she is unable to reach such a conclusion. If prohibited discrimination or harassment has occurred, the district's Executive Director for Student and Legal Affairs, in consultation with the district's Superintendent, will take the remedial action he or she deems reasonable and appropriate to prevent the recurrence of prohibited discrimination or harassment and, if appropriate, impose sanctions against the perpetrator. When prohibited discrimination or harassment has not occurred or the district's Executive Director for Student and Legal Affairs is unable to reach a conclusion based on the evidence, he or she, in consultation with the district's Superintendent, may take reasonable steps to address the complaining student's legitimate concerns. The district's Executive Director for Student and Legal Affairs will promptly communicate his or her conclusions to the student and the alleged perpetrator and will, in addition, communicate this policy's prohibition against retaliation.

Prohibition Against Retaliation

The district prohibits retaliation against any student who has, in good faith, reported an allegation of prohibited discrimination or harassment. Students are required to immediately report allegations of retaliation as set forth above. Similarly, reports of retaliation will be investigated and disposed of as set forth above.

Confidentiality

The objectives of this policy are met best by maintaining the confidentiality of allegations of violations of this policy; as well as the notes, papers and reports obtained or produced of the district's Executive Director for Student and Legal Affairs in the course of his or her activities pursuant to this policy. Therefore, the district will maintain the confidentiality of such allegations and notes, papers and reports to the maximum extent permitted by law.

Notification

The district will notify all district employees, parents and students of this policy. This policy will also be posted or otherwise published as required by law.

Contact Information

Executive Director of Student and Legal Affairs
Wayne-Westland Community Schools
36745 Marquette
Westland, Michigan 48185
734-419-2083

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