

## **Protecting Your Civil Rights at West Lafayette Community Schools**

At West Lafayette Community Schools, we are very interested in doing all we can to protect the civil rights of all students, citizens, and employees.

### **I. School Corporation Civil Rights Policies**

#### EOUAL EDUCATIONAL OPPORTUNITY

- The School Corporation is committed to a policy of educating all its students for a life in which they can develop an awareness and appreciation of the achievements, problems, and aspirations of all people in a culturally diverse society.
- The School Corporation shall help children from all walks of life to gain the knowledge, skills, and determination that will enable them to reach their highest potential and contribute to the welfare of all people.
- The School Corporation shall establish and maintain an atmosphere in which all persons can develop attitudes and skills for effective, cooperative living. It shall both practice and teach:
  1. respect for the individual, regardless of economic status, intellectual ability, race, creed, color, religion, sex, or age, handicapping conditions, or national origin including limited English proficiency;
  2. respect for cultural difference;
  3. respect for economic, political, and social rights of others; and
  4. respect for the rights of others to seek and maintain their own identities.
- It is essential that staff, students, parents, and citizens become aware of the human relations concerns in school and community. The administration of the School Corporation shall develop programs, which will increase the awareness of students, parents, and citizens of the cultural diversity of others and to further programs which will humanize the classroom.
- The School Corporation shall continue to re-examine its policies and procedures to determine their effect on individual and group behavior and to make whatever changes are necessary to improve human relations.
- The School Corporation shall continue to take affirmative action to make opportunities for employment and promotion available to every individual solely

on the basis of qualifications and without regard to sex, age, race, color, creed, religion, handicapping conditions, or national origin including limited English proficiency.

- The Superintendent shall appoint a compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any complaints are dealt with promptly in accordance with law.

#### EQUAL EMPLOYMENT OPPORTUNITY

- Marital status, race, creed, religion, color, sex, age, political affiliation, handicapping conditions, or national origin including limited English proficiency shall not be made a condition of employment, retention, or advancement in employment in the School Corporation.
- The Superintendent shall appoint a compliance officer whose responsibility it will be to ensure that Federal and State regulations are complied with and that any complaints are dealt with promptly in accordance with law.

## **II. Civil Rights Compliance Efforts at West Lafayette Community Schools**

### **A. Civil Rights Compliance Coordinator**

Assistant Superintendent  
[discriminationconcerns@wl.k12.in.us](mailto:discriminationconcerns@wl.k12.in.us)  
765-746-1602  
3061 Benton Street  
West Lafayette, IN 47906

### **B. Title IX Compliance Coordinator**

Title IX is a federal law that was passed in 1972 to insure that men and women are treated equally. At West Lafayette Community School Corporation the following person serves as our *Title IX Compliance Coordinator*:

Assistant Superintendent  
[discriminationconcerns@wl.k12.in.us](mailto:discriminationconcerns@wl.k12.in.us)  
765-746-1602  
3061 Benton Street

West Lafayette, IN 47906

*Title IX Coordinators are required to complete training through Safe Schools including Title IX Compliance and Sexual Harassment Prevention. This training specifically covers the role of legal precedent, regulatory and sub-regulatory guidance related to Title IX, relevant terminology used in Title IX guidance, and guidelines school districts must follow to remain in compliance with the law.*

**C. Section 504 Compliance Coordinator**

Section 504 is a civil rights law, which prohibits discrimination against individuals with disabilities. Section 504 ensures that each child with a disability has equal access to an education. The child may receive accommodations and modifications. At West Lafayette Community School

Corporation the following person serves as our Section 504 Compliance Coordinator:

(Disability)

Special Education Coordinator

[504coordinator@wl.k12.in.us](mailto:504coordinator@wl.k12.in.us)

765-746-1602, extension 4344

1130 N Salisbury St

West Lafayette, IN 47906

**D. ADA Compliance Coordinator**

The Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination against

persons with disabilities and insures that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefit of these services,

programs, or activities of a public entity, or be subjected to discrimination by any such entity. At

West Lafayette Community School Corporation the following person serves as our

ADA Compliance Coordinator:

Non-discrimination Coordinator

Assistant Superintendent

[discriminationconcerns@wl.k12.in.us](mailto:discriminationconcerns@wl.k12.in.us)

765-746-1602

3061 Benton Street

West Lafayette, IN 47906

Legal References:

I.C. 20-8.1-2-6

I.C.20-6.1-6-11

I.C.20-6.1-6-12

Civil Rights Act of 1964, 42 USC 2000e et seq.  
AmericanswithDisabilitiesActof1990,42USC12  
112 Rehabilitation Act of 1973, 29 USC 701  
et seq. 45 C.F.R. Section 80 app. B. IV I.C. 20-  
8.1-1-2-1 et seq.  
Fourteenth Amendment, U.S. Constitution  
20 U.S.C. Section 1681, Title IX of Education Amendments Act  
20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974  
29 U.S.C. Section 794, Rehabilitation Act of 1973  
42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964  
42 U.S.C. Section 12101 et seq., The Americans with Disabilities Act of 1990  
West Lafayette Community School Corporation  
Board of Trustees Policies

Policies for the school corporation can be viewed on the [corporation website](#).

The search feature of our site can be used to locate specific topics related to civil rights, which may include the policies listed below.

1623	4123
1662	4362
2260	5111.01
2260.01	5111.03
3122	5517
3122.02	8390
3123	8500
3362	9130
4122	9160
4122.02	9700.01