

## LEGAL NOTICES

### **EQUAL EMPLOYMENT**

The Germantown School District is committed to hiring the best qualified individuals. The district does not discriminate on the basis of sex, race, religion, ancestry, sexual orientation, national origin, pregnancy, marital or parental status or other factors extraneous to the designated role. Job information can be obtained online at: [www.germantownschools.org](http://www.germantownschools.org) or by contacting Human Resources at (262) 253-3915.

### **NOTICE OF STUDENT NONDISCRIMINATION POLICY**

The Germantown Board of Education complies with all federal and state laws and regulations prohibiting discrimination and with all requirements and regulations of the U.S. Department of Education. It is the policy of the Board that no student on the basis of race, color, religion, national origin, creed, ancestry, sex, marital or parental status, pregnancy, sexual orientation, physical, mental, emotional or learning disability or handicap shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to, discrimination in any education program or activity for which it is responsible or for which it receives financial assistance from the U.S. Department of Education. Except as otherwise specifically provided, all inquiries related to student discrimination (including Title IX and Title VI) shall be directed to contact listed below. Jan Chapman, Director of Pupil Services at (262) 253-3920.

### **EQUAL EDUCATION OPPORTUNITY**

In accordance with state and federal law, the right of a person to be admitted to a school in the district and to participate in extracurricular, student services, recreational and other programs and activities shall not be influenced by discrimination based upon the person's sex, race, religion, ancestry, sexual orientation, national origin, pregnancy, marital or parental status, or physical, mental, emotional or learning disability. Discrimination is prohibited in the following areas: admissions, standards and rules of behavior; discipline, suspension and expulsion; acceptance or administration of gifts, bequest, scholarships or other aids; selection of instructional and library media materials; testing, evaluating and counseling of students; facilities; opportunities for participation in athletic programs; and food service program. The policy is not intended to prohibit programs or services based on objective standards of individual need or performance. Jan Chapman, Director of Pupil Services at (262) 253-3920.

### **ANNUAL ASBESTOS NOTIFICATION**

Under AHERA (Asbestos Hazard Emergency Response Act), all primary and secondary schools are required to develop and implement a plan for managing all building materials which contain asbestos. Included in the AHERA Act is the requirement to annually notify all workers and building occupants (or their guardians) of asbestos-related activities.

Beginning in 1988, all buildings owned, leased, or "under control of" the Germantown School District were inspected by EPA accredited inspectors, with building material samples analyzed by an independent laboratory. Based on the inspection, the Germantown School District prepared and the state approved a comprehensive management plan for managing the asbestos.

Where the asbestos-containing materials are found, the District has in place an Operations and Maintenance program.

The District has accomplished the following compliance mandates regarding the administration of asbestos in school buildings:

- Environmental Management Consulting, Inc. was contracted to be the school's consultant for asbestos for the 2012 – 2013 school year.
- The District is continuing with the Operations and Maintenance Program as designed for the School District. This ensures that all materials with any asbestos content are kept in good condition.
- Periodic monitoring in each area containing asbestos has been completed every six months by our consultant.
- Buildings are re-inspected by an accredited inspector every three years.
- In the past year the District did not conduct any asbestos removal.

All outside contractors shall contact the lead maintenance person before commencing work. Our goal of the Asbestos Management Plan is available for review by contacting the District Office. Questions related to this plan or any other asbestos concerns should be directed to the District's Designated Person: Donald Erickson, Director of Maintenance and Custodial Services (262)253-3930.