



Annual Notifications

Nondiscrimination and Equal Employment Opportunity

The Board of Education does not discriminate on the basis of race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities. The district's Compliance Officers shall handle inquiries or complaints regarding the Board's non-discrimination policies for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendment Act of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended) and the Age Discrimination in Employment Act of 1975.

The Board designates the following individuals to serve as the District's "Compliance Officers" (also known as "Civil Rights Coordinator"):

High School Principal and Special Ed. Coordinator
Belding Area Schools
850 Hall Street, Belding, MI 48809
616-794-4700

(Board Policy 2260, 3122, 4122)

Pursuant to Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the Americans with Disabilities Act of 1990, as amended ("ADA") and the implementing regulations (collectively "Section 504/ADA"), no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance. The Board of Education does not discriminate in admission or access to, or participation or treatment in its programs or activities. As such, the Board's policies and practices will not discriminate against students with disabilities and will make accessible to qualified individuals with disabilities its facilities, programs, and activities. No discrimination will be knowingly permitted against any individual with a disability on the sole basis of that disability in any of the programs, activities, policies, and/or practices in the District.

The Board designates the following individual to serve as the District's 504 Compliance Officer/ADA Coordinator:

504 Coordinator
Belding Area Schools
850 Hall Street
Belding, MI 48809
616-794-4700

(Board Policy 2260.01)

Policy on Drug-Free Schools

In accordance with Federal and State law, the Board has established a "Drug-Free School Zone" that extends 1000 feet from the boundary of any school property. The Board prohibits the use, possession, sale, concealment, delivery, or distribution of any drug or any drug-related paraphernalia at any time on District property, within the Drug-Free School Zone, or at any District-related event. Furthermore, the Superintendent shall take the necessary steps so that an individual eighteen (18) years of age or older who knowingly sells, delivers or distributes controlled substances so designated and prohibited by Michigan statute within the Drug-Free School Zone to another person is prosecuted to the fullest extent of the law. (Board Policy 5530)

Release of Student "Directory Information"

It is the policy of Belding Area Schools to release "directory information" to representatives of the armed forces and other agencies which may request such information. "Directory information" may include student's name, major field of study, participation in officially recognized activities and sports, height and/or weight (if a member of a team which requires disclosure to participate), awards received, grade placement, honor roll, scholarships, school photographs or videos of students participating in school activities, events or programs. The district commonly uses student directory information for the following purposes: school yearbook, programs for athletic events, musical/drama presentations, graduation and/or award ceremonies, academic honor roll, school and/or district newsletters, web sites and/or social media, Project Graduation. Parents may elect not to have his/her child's directory information disclosed for one or more of the listed uses by completing the opt-out form (available in the school office) within the first 30 days of the school year. (Board Policy 8330)

FERPA Rights

Parents are advised of the following rights:

- ◆ To inspect and review the student's educational records.
- ◆ To request an amendment to those records if needed.
- ◆ To limit the disclosure of directory information.
- ◆ To file a complaint with the United States Department of Education if the Board refuses to amend records believed to be misleading or inaccurate.

(Board Policy 8330)



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Qualification of Staff

Belding Area Schools, as an educational institution that receives funds under Title I Part A, hereby notifies all parents that you may request information regarding the professional qualifications of your child's classroom teacher including:

- ◆ Whether the teacher has met the State qualification and licensing criteria for the grade level and subject areas they are teaching.
- ◆ Whether the teacher is teaching under any emergency or provisional status in which the State requirements have been waived.
- ◆ The undergraduate major of the teacher and the area of study and any certificates for any graduate degrees earned.
- ◆ The qualifications of any paraprofessionals providing services to their child.

(Board Policy 2261.02)

Behavior and Bullying Policy

It is the policy of the District to provide a safe and nurturing educational environment for all of its students. District policy protects all students from bullying/aggressive behavior regardless of the subject matter or motivation for such impermissible behavior.

Bullying or other aggressive behavior toward a student is strictly prohibited. Any student who believes s/he has been or is the victim of bullying, hazing, or other aggressive behavior should immediately report the situation to the principal or assistant principal. Procedures for filing a formal complaint are detailed in Board Policy 5517.01.

Belding Area Schools Homeless Coordinator

Pursuant to the McKinney-Vento Act, children who are identified as meeting the Federal definition of "homeless" will be provided a free appropriate public education (FAPE) in the same manner as all other students of the District. Homeless children and youth are defined as individuals who lack a fixed, regular, and adequate nighttime residence or are living with friends/relatives due to loss of housing. If you feel your child qualifies for homeless services, contact the McKinney-Vento Coordinator for Belding Area Schools (Woodview Counselor) or the principal of your child's building. (Board Policy 5111.01)

Notice of Video Surveillance

Belding Area Schools implements the use of video surveillance/electronic monitoring devices at various school sites throughout the district and on school buses. (Board Policy 7440.01)

Pesticide Application Notification

Belding Area Schools utilizes an Integrated Pest Management (IPM) plan intended to reduce the incidence of pest infestation while also reducing the need for chemical pesticide applications. As required by State of Michigan law, parents will receive advance notice regarding the non-emergency application of a pesticide, other than a bait or gel formulation, that is made to the school or day care grounds or buildings. This notice will be given 48 hours prior to the application by means of a posting at the main entrance of each building being treated and a posting inside the main lobby of each building being treated. Parents or guardians may request written notification by first class U.S. mail prior to applications by contacting the Facilities Department at 321 Wilson Street, Belding, MI 48809 or 616-794-4500. Parents or guardians of children attending Belding Area Schools may review the school's Integrated Pest Management program and records of any pesticide application upon request.

For information regarding our Integrated Pest Management program or pesticide applications, please contact the Facilities Department at 616-794-4500. (Board Policy 8431A)

Asbestos Management Plan

Belding Area Schools has conducted an extensive asbestos survey of all of our buildings. Based on the findings of this inspection, a comprehensive management plan was drafted. This plan details the response actions the district will be taking regarding asbestos-containing materials found in our buildings. This management plan is available for review at the Facilities Department offices during normal business hours. The Facilities Department is located at 321 Wilson Street, Belding, MI 48809. Please contact the Facilities Department at 616-794-4500 with questions regarding the management of asbestos in our district. (Board Policy 8431)

Freedom of Information Act

The Board of Education recognizes its responsibility to maintain the public records of this District and to make such records available to residents of Michigan for inspection and reproduction. Any person may make a written request for public records of the District in accordance with the requirements of the Freedom of Information Act (FOIA).

Belding Area Schools FOIA Procedures and Guidelines can be found on the Belding Area Schools website at www.bas-k12.org (District > District Info > FOIA). FOIA requests should be submitted in writing to FOIA Coordinator, Belding Area Schools, 850 Hall Street, Belding, MI 48809. (Board Policy 8310)