

Title IX (Sex Discrimination and Sexual Harassment)

Annual Notice of Title IX

As mandated by the current provisions of Title IX of the Education Amendments of 1972 and accompanying federal regulations, the District does not unlawfully discriminate on the basis of sex in any education program or activity that the District operates. Title IX's requirement not to discriminate in any education program or activity extends to cover, but is not limited to, District students, admissions processes, and District employment. Inquiries regarding how Title IX and the federal Title IX regulations apply to the District may be referred to a District Title IX Coordinator (as designated below), to the Assistant Secretary for Civil Rights at the U.S. Department of Education, or to both.

The School District of Lomira has designated the following Title IX Coordinators:

Deb Janke/ High School Principal
(920) 269-4396 ext. 109
PO Box 919, Lomira, WI 53048
djanke@lomira.k12.wi.us

Chris Keiler/ Director of Pupil Services
(920) 269-4396 ext. 112
PO Box 919, Lomira, WI 53048
ckeiler@lomira.k12.wi.us

The District's commitment to nondiscrimination under Title IX and under other state and federal laws is further defined in Board Policy 2266. Any person, including a person who is not claiming to have been personally harmed/victimized by the alleged discrimination, may report a concern or allegation regarding prohibited sex discrimination (including sexual harassment) to a District Title IX Coordinator, either in person, by U.S. mail, by telephone, or by electronic mail, using the contact information listed above. As required by the federal Title IX regulations, the District has established a formal grievance process for investigating and resolving formal complaints of sexual harassment, as those terms are defined in the regulations. Specific details outlining the grievance process is delineated in Board Policy 2266.

Complainants should place formal complaints of sexual harassment with a District Title IX Coordinator by submitting a document or electronic submission in person, by U.S. mail, or by electronic mail, using the contact information specified above. Additional requirements for formal complaints of Title IX sexual harassment, including a description of the required content for a formal complaint, are set forth in Board Policy 2266. During a formal complaint through the grievance process, submitting false statements or false information are prohibited and may result in sanctions pursuant to the Student Code of Conduct or the Employee Handbook.

School Board Policies Related to Title IX

The School District of Lomira addresses Title IX requirements through several policies, which are posted on the District website at <https://go.boarddocs.com/wi/sdlomi/Board.nsf/Public?open&id=policies> .

Title IX is referenced in the following policies:

- Policy 0145: Sexual and Other Forms of Harassment

- Policy 2521: Selection of Instructional Materials and Equipment
- Policy 2510: Adoption of Textbooks
- Policy 5516: Student Hazing
- Policy 5751: School Age Parents and Married Status of Students
- Policy 5730: Equal Access for Nondistrict-Sponsored, Student Clubs and Activities
- Policy 1422: Nondiscrimination and Equal Employment Opportunity
- Policy 3122: Nondiscrimination and Equal Employment Opportunity
- Policy 4122: Nondiscrimination and Equal Employment Opportunity
- Policy 5710: Student Complaints
- Policy 1622: Employee Anti-Harassment
- Policy 2260: Nondiscrimination and Access to Equal Educational Opportunity
- Policy 3362: Employee Anti-Harassment
- Policy 4362: Employee Anti-Harassment
- Policy 5517: Student Anti-Harassment
- Policy 2266: Nondiscrimination on the Basis of Sex in Education Programs or Activities
- Policy 5500: Student Code of Classroom Conduct
- Policy 7230: Gifts, Grants, and Bequests
- Policy 8410: Crisis Intervention

Training Related to Title IX

The School District of Lomira recognizes the responsibility to ensure that all district employees are able to recognize and report concerns related to Title IX. The following trainings have served as a foundation of understanding, with additional trainings and refresher training opportunities provided to staff over time.

Title IX Coordinators:

- Title IX Coordinator Training through WASB

All District Employees:

- Safe Place to Learn: <https://safesupportivelearning.ed.gov/safe-place-to-learn-k12>
- Safe Schools Title IX Compliance Overview Training

Posting of Title IX Protections For Students and Staff

The School District of Lomira has posted Title IX notices, including legally-required complaint procedures and contact information of the compliance officers in the following locations:

- Professional Staff Handbook
- Classified Staff Handbook
- Lomira Elementary/Theresa Elementary Student Handbooks
- Lomira Middle School Handbook
- Lomira High School Handbook
- Annual Title IX Legal Notice
- School Board Policies as delineated above