

SCHOOL DISTRICT OF SHELL LAKE

NOTICE OF SCHOOL DISTRICT POLICIES ON SEX DISCRIMINATION

Title IX Nondiscrimination Policy Statement – As mandated by the current provisions of Title IX of the Education Amendments of 1972 and under the regulations set forth in Chapter 106 of Title 34 of the Code of Federal Regulations (“the federal Title IX regulations”), the district does not unlawfully discriminate based on sex and prohibits all forms of unlawful sex discrimination in any education program or activity that the district operates. Title IX’s requirement not to discriminate in any education program or activity includes, but is not limited to, discrimination affecting students, discrimination in District employment, and discrimination in certain admissions processes. 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 district’s commitment to nondiscrimination under Title IX and under other state and federal laws is further defined in the following policies of the School Board: Policy 113, Policy 411, Policy 411.1, Policy 511, and Policy 512.

District Title IX Coordinator

MS. KRISTI HOFF
DIRECTOR OF PUPIL SERVICES
271 HIGHWAY 63
SHELL LAKE, WI 54871
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REPORTING SEX DISCRIMINATION

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 the district. Such reports may be submitted as follows:

1. 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. In-person reports should be made when the Title IX Coordinator is reasonably available during regular working hours. Reports submitted by telephone, mail, or electronic mail may be made at any time.
2. By any other means that results in a Title IX Coordinator receiving the person's verbal or written report.

RESPONSE TO REPORTS AND COMPLAINTS OF SEX DISCRIMINATION

The district has established grievance/complaint procedures through which the district structures its response to reports that allege unlawful discrimination based on sex in any education program or activity of the district. Those procedures are set forth in:

- Policy 113 Rule Nondiscrimination in District Programs, Activities and Operations
- Policy 411 Rule Equal Educational Opportunities
- **Policy 411.1 Reporting of Bullying or Harassment Form**
- Policy 511 Rule Equal Opportunity Employment

The purpose of such procedures is to provide for the prompt and equitable resolution of any report or complaint of alleged sex discrimination, excluding formal complaints of sexual harassment under Title IX (which are subject to a different process).

FILING FORMAL COMPLAINTS OF TITLE IX SEXUAL HARASSMENT

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.

An individual who is alleged to be the victim of conduct that could constitute sexual harassment under the federal Title IX regulations (i.e., a Title IX “complainant”), or a parent or guardian who has a legal right to act on behalf of such an individual, may file a formal complaint of sexual harassment. No Title IX complainant is obligated to file a formal complaint, but a qualifying formal complaint is necessary for the district to start an investigation using the district’s formal Title IX grievance process.

Complainants are expected to file 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 Policy 113 within the School Board’s policies.

RESPONSE TO COMPLAINTS OF SEX DISCRIMINATION AND/OR OF SEXUAL HARASSMENT UNDER TITLE IX

Any time that the district has actual knowledge of sexual harassment or allegations of sexual harassment that could constitute a violation of Title IX, the District has obligations to respond to such knowledge in a manner that is not deliberately indifferent and in a manner that treats the alleged victim(s) of sexual harassment and the alleged perpetrator(s) of sexual harassment equitably. Such a response includes, but is not limited to, offering supportive measures to a complainant and investigating and

resolving any formal complaint that presents allegations of Title IX sexual harassment using the formal grievance process that the district has adopted for such formal complaints.

District procedures for responding to alleged sexual harassment under Title IX, including the formal grievance process, are set forth in 113-Rule, as published on the district's website.

TITLE IX TRAINING

Title IX Training: Title IX training for employees is on-going and aligned to the employee's responsibilities. The following training has been completed. Unless otherwise noted, training modules were provided by Title IX experts at WASB and Boardman and Clark.

- What All School Employees Need to Know about Sexual Harassment under the 2020 Title IX Regulations

https://drive.google.com/file/d/1FRSkQB1ptcEb1QdDrwao0He7IC_M4U1o/view

- What All Supervisors, Principals, and other Administrators Need to Know about Sexual Harassment under the 2020 Title IX Regulations

<https://drive.google.com/file/d/1iI9YoJT0YGwRbYDkODIRV0QXBsixn-IJ/view>