

NOTICE REGARDING TITLE IX

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 Agency does not unlawfully discriminate on the basis of sex in any education program or activity that the Agency operates. Title IX's requirement not to discriminate in any education program or activity extends to students, employees, and other persons in all aspects of any of the Agency's operations. Inquiries regarding how Title IX and the federal Title IX regulations apply to the Agency may be referred to an Agency Title IX Coordinator (as designated below), to the Assistant Secretary for Civil Rights at the U.S. Department of Education, or to both.

The Agency's commitment to nondiscrimination under Title IX and under other state and federal laws is further defined in the following [policies](#) of the Board of Control:

Policy 113 Non-Discrimination and Complaint Procedures
Policy 411 Section 504/ADA Prohibition Against Discrimination Based on Disability
Policy 411.1 Title IX Student Policy
Policy 511 Equal Employment Opportunity and Affirmative Action Plan
Policy 512 Hostile Work Environment and Sexual Harassment
Policy 512.1 Title IX Employee Policy

Agency Title IX Coordinator

Executive Director Operations
725 W Park Avenue
Chippewa Falls WI 54729
715-720-2078

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 Agency. Such reports may be submitted as follows:

1. To the Agency 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 actually receiving the person's verbal or written report.

Filing Formal Complaints of Title IX Sexual Harassment

As required by the federal Title IX regulations, the Agency 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 Agency to start an investigation using the Agency’s formal Title IX grievance process.

Complainants are expected to file formal complaints of sexual harassment with the Agency 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 411.1 Student or Policy 512.1 Employee.

Agency Response to Reports and Complaints of Sex Discrimination and to Formal Complaints of Sexual Harassment under Title IX

The Agency has established grievance procedures through which the Agency structures its response to reports that allege unlawful discrimination on the basis of sex in any education program or activity of the Agency. Those procedures are set forth in Policy 411.1 Student and Policy 512.1 Employee. 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).

Any time that the Agency has actual knowledge of sexual harassment or allegations of sexual harassment that could constitute a violation of Title IX, the Agency 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 Agency has adopted for such formal complaints. Agency procedures for responding to alleged sexual harassment under Title IX, including the formal grievance process, are set forth in Policy 411.1 Student and 512.1 Employee.

Title IX Training

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

- [A Comprehensive Overview of the 2020 Title IX Regulations for Title IX Coordinators](#)
- [Specialized Training for Investigators and Decision-Makers](#)
- [Facilitating an Informal Resolution to a Formal Complaint of Sexual Harassment](#)
- [What All School Employees Need to Know about Sexual Harassment under the 2020 Title IX Regulations](#)
- [What All Supervisors Need to Know about Sexual Harassment Under the 2020 Title IX Regulations](#)