

Title IX information:

NOTICE OF NON-DISCRIMINATION Firelands Local School District does not discriminate on the basis of race, color, national origin, ancestry, religion, gender, sexual orientation, disability, age, or veteran status in its programs and activities. The following persons have been designated to handle inquiries regarding the nondiscrimination policies: **Mike Von Gunten or Lori Roemer, Title IX Coordinators**, 112 N. Lake Street, S. Amherst, OH 44001, 440-965-5821. Emails: mvongunten@firelandsschools.org or lroemer@firelandsschools.org.

Nondiscrimination Policy:

The Board's policy of nondiscrimination extends to students, staff, job applicants, the general public and individuals with whom it does business and applies to race, color, national origin, ancestry, citizenship status, religion, sex, economic status, age, disability or military status.

The Board does not discriminate on the basis of legally acquired genetic information.

The Board does not permit discriminatory practices and views harassment as a form of discrimination. Harassment is defined as intimidation by threats of or actual physical violence; the creation, by whatever means including the use of electronic communications devices, of a climate of hostility or intimidation; or the use of language, conduct or symbols in such a manner as to be commonly understood to convey hatred, contempt or prejudice or to have the effect of insulting or stigmatizing an individual.

Employees or students who engage in discrimination of another employee or student shall be subject to disciplinary action.

Permission, consent or assumption of risk by an individual subjected to discrimination does not lessen the prohibition contained in this policy.

No one shall retaliate against an employee or student because he/she files a grievance; assists or participates in an investigation, proceeding or hearing regarding the charge of discrimination of an individual; or because he/she has opposed language or conduct that violates this policy.

The Board designates the following individuals to serve as the District's compliance officer/civil rights coordinators:

Mike Von Gunten, Superintendent

mvongunten@firelandsschools.org
112 N. Lake Street, South Amherst OH 44001
(440) 965-5821

Lori Roemer, Director of Educational Services

lroemer@firelandsschools.org
112 N. Lake Street, South Amherst OH 44001
(440) 965-5821

The names, titles, and contact information of these individuals are annually published in District handbooks and on the District website. The Board has adopted separate policies and procedures for sexual

harassment, including the identification of the Title IX Coordinator. All sexual harassment reports must be managed in accordance with the sexual harassment policy and procedure.

The compliance officer is responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address any inquiries or complaints regarding discrimination/retaliation or denial of equal access in a prompt and equitable manner.

Reports and Complaints of Unlawful Discrimination/Harassment

All persons associated with the District, including, but not limited to, the Board, administration, staff, students and third parties are encouraged to promptly report incidents of unlawful discrimination/harassment.

The Board has developed complaint procedures, which are made available to every member of the school community. The Board also has identified disciplinary penalties, which may be imposed on the offender(s).

Matters, including the identity of both the charging party and the accused, are kept confidential to the extent possible.

Training materials used to train the Title IX personnel:

[Title IX Regulations Compliance Training Link](#)

[Day 1--Session 1--Title IX Overview](#)

[Day 1--Session 2--Title IX Coordinator Training](#)

[Day 2--Session 3--Title IX Investigator Training](#)

[Day 2--Session 4--Title IX Decision Maker/Appeal Training](#)