

## SCHOOL DISTRICT OF THREE LAKES NOTICE OF NONDISCRIMINATION BASED ON SEX UNDER FEDERAL 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 Part 106 of Title 34 of the Code of Federal Regulations ("the federal Title IX regulations"), the District does not unlawfully discriminate on the basis of 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 on the basis of sex in any education program or activity includes, but is not limited to, discrimination affecting students and discrimination in 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 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](#). These policies can be accessed at <https://go.boarddocs.com/wi/threelakessd/Board.nsf/Public#>.

The District's grievance procedures for addressing complaints of sex discrimination under Title IX can be found at <https://go.boarddocs.com/wi/threelakessd/Board.nsf/Public#>.

**District Title IX Coordinator(s)** – Each District employee holding the position(s) identified below serves as a Title IX Coordinator for the District:

*Justin Szews, Principal*  
*Title IX Coordinator*  
*Three Lakes High School*  
*6930 W. School Street*  
*Three Lakes, WI 54562*  
*Phone: 715-546-3321*  
*Email: [jszews@threelakessd.k12.wi.us](mailto:jszews@threelakessd.k12.wi.us)*

**How to Report or Make a Complaint of Sex Discrimination** – Any person (including a person who is not claiming to have been personally harmed/victimized by the alleged conduct or challenged policy) may report information about or, if eligible, a person may submit a complaint alleging sex discrimination (or prohibited retaliation) as follows:

1. To any District Title IX Coordinator, using the contact information designated above.
2. By any other means that results in a District Title IX Coordinator actually receiving the person's verbal or written report.
3. *If the report would identify a District nondiscrimination coordinator as being personally responsible for alleged discrimination or retaliation, then the report may be filed directly with the District Administrator either in person at the Three Lakes School District Business Office 6930 W School Street, Three Lakes, WI 54562; by U.S. mail addressed to Three Lakes School District Business Office, 6930 W School Street, Three Lakes, WI 54562 or by electronic mail sent to the District Administrator's [District-tmaney@threelakessd.k12.wi.us](mailto:District-tmaney@threelakessd.k12.wi.us)*

**SCHOOL DISTRICT OF THREE LAKES  
NOTICE OF NONDISCRIMINATION BASED ON DISABILITY UNDER  
SECTION 504 OF THE FEDERAL REHABILITATION ACT**

***Nondiscrimination Policy Statement*** – As mandated by Section 504 of the federal Rehabilitation Act and by the regulations set forth in Part 104 of Title 34 of the Code of Federal Regulations ("the Section 504 regulations"), the District does not unlawfully discriminate on the basis of disability and prohibits all forms of unlawful disability discrimination in any program or activity that the District operates, including but not limited to admission or access to, and employment in, any District program or activity. Inquiries regarding how Section 504 and the Section 504 regulations apply to the District, including inquiries regarding filing a report or complaint of possible violations of Section 504, may be referred to the District's Section 504 Coordinator (as designated below).

The District's commitment to nondiscrimination against qualified individuals on the basis of disability under Section 504 and under other applicable state and federal laws is further defined in the following policies of the School Board: *Policy 113*. These policies can be accessed at <https://go.boarddocs.com/wi/threelakessd/Board.nsf/Public#>.

***District Section 504 Coordinator(s)*** – The contact information for the District employee(s) who serve as the District's designated Section 504 Coordinator(s) is as follows:

Kari Volk, Special Education Director  
Section 504 Coordinator  
Three Lakes School District  
6930 W. School Street  
Three Lakes, WI 54562  
Phone: 715-546-3323  
Email: [kvolk@threelakessd.k12.wi.us](mailto:kvolk@threelakessd.k12.wi.us)

The employee(s) designated above shall coordinate the District's efforts to comply with and carry out its responsibilities under Section 504 and the federal regulations that implement and enforce Section 504. The District's compliance responsibilities include investigating any complaints that the District receives alleging any actions that are prohibited by Section 504 or by the applicable federal regulations.

**SCHOOL DISTRICT OF THREE LAKES  
NOTICE OF NONDISCRIMINATION BASED ON AGE UNDER  
THE FEDERAL AGE DISCRIMINATION ACT**

**Nondiscrimination Policy Statement** – As mandated by the federal Age Discrimination Act and by the regulations set forth in Part 110 of Title 34 of the Code of Federal Regulations, the District does not unlawfully discriminate on the basis of age and prohibits all forms of unlawful age discrimination in any program or activity that the District operates. Inquiries regarding how the Age Discrimination Act and its implementing regulations apply to the District, including inquiries regarding filing a report or complaint of possible violations of the Act, may be referred to the District's Age Discrimination Act Coordinator (as designated below).

The District's commitment to avoid unlawful discrimination based on age under the federal Act and under other applicable state and federal laws is further defined in the following policies of the School Board: [Policy 113](#). These policies can be accessed at <https://go.boarddocs.com/wi/threelakessd/Board.nsf/Public#>.

**Age Discrimination Act Coordinator(s)** – The contact information for the District employee(s) who serve as the District's designated Age Discrimination Act Coordinator(s) is as follows:

*Justin Szews, Principal*  
*[Title IX Coordinator](#)*  
*[Three Lakes High School](#)*  
*[6930 W. School Street](#)*  
*[Three Lakes, WI 54562](#)*  
*[Phone: 715-546-3321](#)*  
*[Email: jszews@threelakessd.k12.wi.us](mailto:jszews@threelakessd.k12.wi.us)*

The District employee(s) identified above coordinate the District's efforts to comply with the Age Discrimination Act and the applicable federal regulations. Those compliance responsibilities include investigating any complaints that the District receives alleging any actions that are prohibited by the Age Discrimination Act or by the federal regulations that implement and enforce the Act.

**Adoption Date:**

July 18, 2024