

SCHOOL DISTRICT OF WAUZEKA-STEUBEN

FEDERAL NOTICES OF NONDISCRIMINATION

**SCHOOL DISTRICT OF WAUZEKA-STEUBEN
NOTICE OF SCHOOL DISTRICT POLICIES ON SEX DISCRIMINATION, THE
DISTRICT’S TITLE IX COORDINATOR(S), AND PROCEDURES FOR REPORTING OR
FILNG A COMPLAINT OF 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 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 in any education program or activity includes, but is not limited to, discrimination affecting students, discrimination in District employment, and discrimination in certain admissions. 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 Coordinators – The District employees who hold each of the positions identified below serve as Title IX Coordinators for the District:

District Principal Wauzeka-Steuben School District 301 East Main Street Wauzeka, WI 53826 (608) 875-5311	District Administrator Wauzeka-Steuben School District 301 East Main Street Wauzeka, WI 53826 (608) 875-5311
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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 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 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.

District Response to Reports and Complaints of Sex Discrimination and to Formal Complaints of Sexual Harassment under Title IX – The District has established grievance procedures through which the District structures its response to reports that allege unlawful discrimination on the basis of sex in any education program or activity of the District. Those procedures are set forth in Policy 411-Rule 1 and Policy 511-Rule 1, as published on the District’s website. 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 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 Policy 113-Rule 1, as published on the District’s website.

**SCHOOL DISTRICT OF WAUZKA-STEUBEN
NOTICE OF NONDISCRIMINATION BASED ON DISABILITY UNDER
SECTION 504 OF THE FEDERAL REHABILITATION ACT AND UNDER
TITLE II OF THE AMERICANS WITH DISABILITIES ACT**

Nondiscrimination Policy Statement – As mandated by Section 504 of the federal Rehabilitation Act and the regulations set forth in Part 104 of Title 34 of the Code of Federal Regulations (“the Section 504 regulations”), as well as by Title II of the Americans with Disabilities Act (“ADA”) and the regulations set forth in Part 35 of Title 28 of the Code of Federal regulations, the District does not unlawfully discriminate on the basis of disability and prohibits all forms of unlawful disability discrimination in any District services or any program or activity that the District operates, including but not limited to admission or access to, and employment in, any District services, programs, or activities. Inquiries regarding how Section 504, Title II of the ADA, and the applicable federal regulations apply to the District, including inquiries regarding filing a report or complaint of possible violations of Section 504 and/or the ADA, may be referred to a District Section 504/ADA Title II Coordinator (as designated below).

The District’s commitment to nondiscrimination against qualified individuals on the basis of disability under Section 504, under Title II of the ADA, and under other applicable 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. These policies can be accessed on the District website.

District Section 504/ADA Title II Coordinators – The contact information for the District employees who serve as the District’s designated Section 504/ADA Title II Coordinators is as follows:

District Principal Wauzeka-Steuben School District 301 East Main Street Wauzeka, WI 53826 (608) 875-5311	District Administrator Wauzeka-Steuben School District 301 East Main Street Wauzeka, WI 53826 (608) 875-5311
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The employees designated above shall coordinate the District’s efforts to comply with and carry out its responsibilities under Section 504 and Title II of the ADA. The District’s compliance responsibilities include investigating any complaints that the District receives alleging any actions that are prohibited by Section 504, Title II of the ADA, or by the federal regulations that implement and enforce those laws.

**SCHOOL DISTRICT OF WAUZEKA-STEUBEN
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:

Age Discrimination Act Coordinators – The contact information for the District employees who serve as the District’s designated Age Discrimination Act Coordinators is as follows:

District Principal Wauzeka-Steuben School District 301 East Main Street Wauzeka, WI 53826 (608) 875-5311	District Administrator Wauzeka-Steuben School District 301 East Main Street Wauzeka, WI 53826 (608) 875-5311
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The District employees 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: 5/19/2025

Date Revised: 11/17/2025