

The Department of Equity helps the Lake Mills CSD fulfill our commitment and obligation not to discriminate on the basis of race, creed, color, religion, national origin, gender, age, marital status, sexual orientation, gender identity, veteran status, disability, or socioeconomic status in our educational programs, activities, or employment practices. We help to keep students, parents, and District staff informed about their civil rights and responsibilities under the law.

EDUCATIONAL EQUITY STATEMENT

There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the district's Equity Coordinator, Connor Kem, PK-5 Principal and Equity Coordinator, 102 South Fourth Avenue East, Lake Mills, Iowa, 50450 (641) 592-1882, ckem@lake-mills.org.

Complaints can also be directed to the Director of the Office for Civil Rights, Chicago Office, U.S. Department of Education, John C. Kluczynski Federal Building, [230 S. Dearborn Street, 37th Floor, Chicago, IL 60604](#), Telephone: (312) 730-1560, Facsimile: (312) 730-1576, Email: OCR.Chicago@ed.gov

ANNUAL NOTICE OF NON-DISCRIMINATION POLICY STATEMENT

The Lake Mills Community School District offers career and technical programs in the following service areas:

- Agricultural, Food, and Natural Resources
- Applied Science, Technology, Engineering, and Manufacturing
- Business, Finance, Marketing, and Management
- Family and Consumer Sciences

It is the policy of the Lake Mills Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices.

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EEO; CONTINUOUS NOTICE OF NON-DISCRIMINATION

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