

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](mailto:ckem@lake-mills.org).

Complaints can also be directed to the Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Telephone: (303) 844-5695 FAX: (303) 844-4303, TDD: (800) 877-8339, Email: [OCR.Denver@ed.gov](mailto:OCR.Denver@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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