

Nondiscrimination Statement

The Board of Education does not discriminate on the basis of religion, race, color, national origin, sex (including sexual orientation and transgender identity), disability, age, marital or family status, genetic information, height, weight, military status, ancestry, or any other statutorily protected category (“collectively “Protected Classes”) in its programs, activities, or employment.

Further, it is the policy of this District to provide an equal educational opportunity for all students, without regard to the Protected Classes, place of residence within the boundaries of the District, or social or economic status, to learn through curriculum offered in this District.

The following individuals have been designated by the Board of Education as the District’s Compliance Officers to handle inquiries regarding the District’s nondiscrimination, prohibition against discrimination based on disability, and anti-harassment policies:

Michelle Proulx, Director of Special Education (student-related)
 Ann M. Schwieman, Director of Administrative Services and Personnel (staff-related)
 Address (for mailing purposes only): Lapeer County ISD Administration Building, 1996 W. Oregon St., Lapeer, MI 48446
 Phone (to speak to or schedule an appointment with a Compliance Officer): (810) 664-5917
 Fax: (810) 664-1011
 E-mails: mproulx@lapeerisd.org and aschwieman@lapeerisd.org

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

The Compliance Officers shall also verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act of 1990 (as amended), Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination Act of 1975 is provided to students, their parents, staff members, and the general public.

An individual who believes that he or she has been unlawfully discriminated/retaliated against, unlawfully harassed/retaliated against, denied equal opportunity, or denied access to programs or services may file a complaint with the appropriate Compliance Officer. See the following Board Policies for additional information regarding the filing of a complaint, including descriptions of the informal and formal complaint procedures:

- 2260 – Nondiscrimination and Access to Equal Educational Opportunity
- 3122/4122 – Nondiscrimination and Access to Equal Employment Opportunity
- 3362/4362 – Anti-Harassment (Staff)
- 5517 – Anti-Harassment (Students)
- 2260.01 – Section 504/ADA Prohibition Against Discrimination Based on Disability
- 3123/4123 – Section 504/ADA Prohibition Against Disability Discrimination in Employment

Individuals also have the right to file a complaint with:

- United States Department of Education Office for Civil Rights (“OCR”)
 - Address: 1350 Euclid Avenue, Suite 325, Cleveland, OH 44115
 - Telephone: (216) 522-4970
 - Fax: (216) 522-2573
 - TDD: (216) 522-4944
 - E-mail: ocr.cleveland@ed.gov
 - Website: <http://www.ed.gov/ocr>
- Equal Employment Opportunity Commission
 - Address: Patrick V. McNamara Building, 477 Michigan Avenue, Room 865, Detroit, MI 48226