

GREEN BAY AREA PUBLIC SCHOOL DISTRICT
ANNUAL NOTICE OF NON-DISCRIMINATION
2022-2023 School Year

The Green Bay Area Public School District prohibits all forms of unlawful discrimination against students and other persons in all aspects of the District's programs and operations. Accordingly, consistent with Wis. Stat. § 118.13, no person shall unlawfully be denied admission to any public school in this District, or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, extracurricular, pupil service, recreational or other program or activity because of the person's sex, sexual orientation, race, color, national origin, ancestry, religion, creed, pregnancy, marital or parental status, or physical, mental, emotional or learning disability. The District likewise requires and enforces nondiscrimination in a manner consistent with the rights and obligations established under all applicable federal civil rights laws, including the current provisions of Titles IV and VI of the Civil Rights Act of 1964 (race, color, religion, sex, or national origin), Title IX of the Education Amendments of 1972 (sex), Section 504 of the Rehabilitation Act (disability), the Americans with Disabilities Act (including Title II of the ADA, which prohibits discrimination on the basis of disability in state and local government services), and the civil rights provisions associated with the District's participation in federal meal programs.

The District prohibits discrimination on the basis of sex in the education program it operates, and the District is required by Title IX of the Education Amendments of 1972 (Title IX) and 34 C.F.R. ch. 106 not to discriminate in this manner. Title IX's requirement not to discriminate in any education program or activity extends to District students, certain admissions processes and District employment.

All District career and technical education opportunities are offered to students on a nondiscriminatory basis. The District offers career and technical education programs in Animal Science, Architecture and Construction, Automotive Technician, Business Management, Culinary Arts, Education, Engineering, Health Sciences, Information Technology, Manufacturing, Marketing, and Plant Sciences.

Admission to these programs is based on interest and aptitude, age appropriateness, course prerequisites, and class space available. The District will take steps to assure that lack of English language skills will not be a barrier to admission and participation in all educational and vocational programs.

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent or guardian) as identified under federal law shall have equal access to the same free, appropriate public education, including comparable services, as provided to other children and youth who reside in the District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The District shall provide legally-required accommodations and appropriate educational services or programs for students who have been identified as having a disability, regardless of the nature or severity of the disability. The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for religious accommodations shall be made in writing and approved by the building principal.

When acceptable to the complaining party, the District encourages informal resolution of discrimination complaints and related concerns. However, a formal complaint resolution procedure

is available to address allegations of unlawful discrimination and/or any alleged violation of the District's equal educational opportunities policies.

Any questions concerning this notice, the District's nondiscrimination and equal educational opportunities policies, policy compliance, or the District's complaint procedures may be directed to the following persons:

Vicki Bayer
Interim Superintendent
200 S. Broadway
Green Bay, WI 54303
(920) 448-2184
vlbayer@gbaps.org

Abby Tilkins
Title IX Coordinator
200 S. Broadway
Green Bay, WI 54303
(920) 448-2284
astilkins@gbaps.org

Loretta Bell-Miron
Chief Human Resources Officer
200 S. Broadway
Green Bay, WI 54303
(920) 448-2013
labellmiron@gbaps.org

Katie Cahoon-Sukow
Section 504 Coordinator
200 S. Broadway
Green Bay, WI 54303
(920) 448-2081
Kbcagoon-sukow@gbaps.org

Discrimination-related complaints may be filed with the District's Title IX Coordinator (sex discrimination and sexual harassment issues and complaints) or the Section 504 Coordinator (disability rights, disability-based discrimination issues, and Americans with Disabilities Act issues and complaints) for all student and all non-employment related matters.

By following all required procedures and timelines, complaints of unlawful student discrimination may also be filed externally with the Wisconsin Department of Public Instruction, the Chicago office of the U.S. Department of Education's Office for Civil Rights, or, in appropriate circumstances, with any state or federal court or other agency of competent jurisdiction. In order to work collaboratively with the parent/guardian to seek a timely and amicable resolution, the District requests an appeal first to the Deputy Superintendent, and subsequently to the Superintendent of Schools and Learning, prior to submitting an appeal to the State Superintendent of Public Instruction.

Wisconsin Department of Public Instruction
P.O. Box 7841
Madison, WI 53707-7841
(800) 441-4563

Office for Civil Rights, Chicago Office
U.S. Department of Education
500 W. Madison Street, Suite 1475
Chicago, IL 60661
(312)730-1560
(312)730-1576 FAX
(800)877-8339 TDD
Email: ocr.chicago@ed.gov