



### **Non-Discrimination Notice**

The Lakewood City School District does not discriminate on the basis of race, color, religion, national origin, creed, gender, marital status, disability, or age in its educational programs, activities, employment policies or admission policies and practices as required by Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. The following person has been designated as Compliance Officer to handle inquiries regarding non-discrimination policies:

Mr. Jeff Schlade  
Director of Human Resources  
Lakewood City School District  
13701 Lake Avenue  
Lakewood, Ohio 44107  
(216) 529-4215

### **Anti-Harassment Notice**

It is the policy of the Lakewood City School District Board of Education to maintain an education and work environment which is free from all forms of unlawful harassment, including sexual harassment. This commitment applies to all School District operations, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment. The Board will vigorously enforce its prohibition against harassment based on sex, race, color, national origin, religion, disability, or any other unlawful basis, and encourages those within the School District community as well as third parties, who feel aggrieved to seek assistance to rectify the problems. The Board will investigate all allegations of harassment and in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action. The following people have been designated as Compliance officers to handle inquiries regarding Harassment policies:

Staff: Mr. Jeff Schlade  
Director of Human Resources  
Lakewood City School District  
13701 Lake Avenue  
Lakewood, Ohio 44107  
(216) 529-4215

Students: Mrs. Lisa Bruening  
Director of Student Services  
Lakewood City School District  
13701 Lake Avenue  
Lakewood, Ohio 44107  
(216) 529-4201