**Nondiscrimination and Title IX Contact Information**

Vicksburg Community Schools welcomes all students and staff of any religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, and disability. The district will not tolerate or condone any act of bias or discrimination toward any person on the basis of religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, or disability in any of its activities, hiring practices, programs, or services. In addition, Kalamazoo Public Schools will not tolerate any retaliation against individuals who submit complaints and/or who participate in investigations relating to such complaints.

Further, in accordance with Title IX of the Education Amendments of 1972 (Title IX), students, employees, and candidates for admission to any educational program and/or employment and all other persons are protected against all forms of sex discrimination and sexual harassment, including based on gender identity or stereotypical notions of gender identity.

The following person is designated as the Title IX coordinator with respect to any Title IX complaint of discrimination, harassment, and/or retaliation involving staff members or third parties:

Lourdes Puzevic, Human Resources Director

[lpuzevic@vicksburgschools.org](mailto:lpuzevic@vicksburgschools.org)

Vicksburg Community Schools

301 S. Kalamazoo Street  
Vicksburg, MI 49097

(269) 321-1018

The following person is designated as the Title IX coordinator with respect to any complaint from students regarding discrimination, harassment, retaliation and/or bullying from another student(s):

Stephen Goss, Assistant Superintendent

[sgoss@vicksburgschools.org](mailto:BerganNA@kalamazoopublicschools.net?subject=From%20the%20notification%20page)

Vicksburg Community Schools

301 S. Kalamazoo Street  
Vicksburg, MI 49097

(269) 321-1005

In addition, building-level administrators are responsible for monitoring adherence to the district’s nondiscrimination policy and for incorporating the district’s policy statement in all printed promotional materials and newsletters. Students should report concerns or complaints about discrimination, harassment, bullying, or cyberbullying by another student or students first to a teacher, and then if not satisfied, to the principal or assistant principal. Any concerns or complaints of discrimination, harassment, bullying, or cyberbullying not satisfied at the building level may be reported to an administrator at the Vicksburg Administration Building. Concerns and/or complaints should be in writing, with the date, details of the concerns, and signature of the person making the complaint.

Any complaints and concerns of discrimination, harassment, bullying, or cyberbullying that involve adults and/or staff members should be reported to the building principal. If the inquiry is not satisfied at this level, or if the building principal is the subject of the complaint, then the concern may be directed to the Human Resources Department. All concerns should be in writing, with the date, details of the concern, and signature of the person making the complaint.

Complaints of any violation of the district’s nondiscrimination policy will be promptly investigated and appropriate actions taken based on the results of the investigation. Individuals who report violations of the district’s nondiscrimination policy will be granted confidentiality to the extent reasonably practicable. Any questions or assistance required regarding the district's nondiscrimination policy, bullying policy, or Title IX protections should be addressed to the office of the Assistant Superintendent (269-321-1005) and Human Resources (269) 321-1018 for staff.

The district has modified its guidelines and a grievance procedure for complaints filed under Title IX, which prohibits discrimination based on sex in any district educational program, service, or activity. The district's new Title IX Statement and Grievance Procedures are being updated on the Vicksburg Community Schools website at: www.vicksburgschools.org/board.