



Brandon Laninga
School & Student-Related Complaints
titleixcoordinator@lansingschools.net
(517)755-4012

Erin Miracle
HR & Employee-Related Complaints
erin.miracle@lansingschools.net
(517)755-2010

Sexual Misconduct and Title IX Process

1

Reports and Complaints

Employees must promptly convey information concerning Unlawful Discrimination to the Title IX coordinator within two business days. Employee must provide the Title IX coordinator's contact information to the person alleging discrimination (Complainant). The District presumes that the Respondent is not responsible for the alleged Unlawful Discrimination until a determination is made at the conclusion of the Grievance Procedure. Upon receipt of a Complaint, the Coordinator will determine whether to proceed with an investigation or dismiss the Complaint.



2

Supportive Measures

The District will offer and coordinate Supportive Measures, as appropriate, for Complainants, Respondents, and others whose access to the District's education program and activity was impacted by alleged Unlawful Discrimination. Supportive Measures are designed to restore or preserve a person's access to the District's education program or activity or provide support during the District's Grievance Procedure and informal resolution process. Supportive Measures are available at any time, including before, during, and after the Grievance Procedure or Informal Resolution Process. **Schools may not impose discipline against the respondent before the final decision has been made.**



3

Informal Resolution Process

In lieu of resolving a Complaint through the Grievance Procedure, and if offered by the District, the Parties may instead elect to participate in an informal resolution process. This process is not available to resolve a Complaint that includes allegations that an employee engaged in sex-based harassment of a student, or when such a process would conflict with Federal, State, or local law. The informal resolution does not require a full investigation and may encompass a broad range of conflict resolution strategies, including, but not limited to, arbitration or mediation.



4

Investigation

If the Complaint proceeds to the Investigation phase, the Coordinator will appoint an Investigator to conduct the investigation and provide notice of the allegations. The Coordinator may serve as the Investigator. For Title IX Sex Discrimination Complaints, the notice of allegations will be provided within 5 days. For Title IX Sex Discrimination Complaints, the Investigator will endeavor to complete the investigation within 60 days. For Title IX Sex Discrimination Complaints only, upon completion of the Investigation phase, the Parties will have 10 days to access and respond to the evidence as further explained below.



5

Decision and Appeal

Upon completion of the Investigation, the decision-maker will endeavor to promptly issue a decision as to whether Unlawful Discrimination occurred. An appeal must be submitted within 3 days from a Party's receipt of the determination.

To view the Title IX policy, visit <https://go.boarddocs.com/mi/lansing/Board.nsf/Public#> and navigate to po 2266.