



## GARY AREA CAREER CENTER

### ANNUAL NOTICE OF NON-DISCRIMINATION (CTE)

Gary Community School Corporation offers the following Career and Technical Education Programs:

Automotive Services
Aviation Management
Barbering
Business and Entrepreneurship
Construction Trades - Carpentry
Cosmetology
Criminal Justice
Culinary Arts
Early Childhood Education
EMT
Graphic Arts and Design
Pre-Nursing: CNA/CCMA
Radio and Television Broadcasting
Welding

It is the policy of the Gary Community School Corporation not to discriminate on the basis of religion, race, color, national origin, sex, disability, age, genetic information, sexual orientation, or gender identity in its programs, activities, or employment. Further, it is the policy of the Gary Community School Corporation to provide an equal opportunity for all students, regardless of race, color, creed, disability, religion, gender, ancestry, age, national origin, sexual orientation, gender identity, place of residence within the boundaries of the Gary Community School Corporation, or social or economic background, to learn

through the curriculum offered in this corporation. For information regarding nondiscrimination policies, please contact:

Dr. Yvonne Stokes Superintendent of Schools GCSC 219-881-5401	DeeEtta Wright Chief Operations Officer GCSC 219-881-5408	Mrs. Linda Zamborowski Chief Financial Officer GCSC 219-881-5536
Dr. Vanessa Nichols CTE Interim Director/GACC 504 Coordinator 219-962-7571	JoVanka Cvitkovich Human Resources Director Title II Coordinator 219-881-5448	Shalanda Robinson Federal Programs Title IX Coordinator 219-881-5474

## Voluntary Compliance Plan (VCP)

<b>CTED Name / Number</b>	Gary Area Career Center (03)	
<b>Fiscal Agent</b>	Gary Community School Corporation	
<b>Date of Onsite Review</b>	April 18, 2024	
<b>CTE Director's Name</b>	Vanessa Nichols (Interim)	
<b>CTE Director's Email</b>	<a href="mailto:vnichols@garycsc.k12.in.us">vnichols@garycsc.k12.in.us</a>	CTE Director's Phone (219) 962-7571

This VCP addresses the findings described in the Letter of Finding (LOF) issued by the Indiana Commission for Higher Education (CHE).

Enter the required information into the table below; add more rows, as necessary.

Issue Area and Required Corrective Action	Specific Corrective Action to be Completed	Responsible Party	Target Completion Date	How Completion will be Reported and Verified to the State Agency
Annual Notice of Nondiscrimination: Publication	Publish an Annual Notice of Nondiscrimination on the district's website.	Interim Career Center Director Dr. Vanessa Nichols	9/30/24	Provide CHE with a PDF of the published Annual Notice of Nondiscrimination and/or a link to the website where the notice is published.
Continuous Notice of Nondiscrimination: Add Coordinator Names and Contact Information	Update the nondiscrimination notice to include the Title IX and Section 504 Coordinators' names and contact information in the following items: Student Handbook, Employee Handbook, Work based learning application and agreement forms, and job application form.	Shavette Grady/504 Shalanda Robinson/Title IX Antoinette Dixon/Student Handbook	9/30/2024	Provide CHE with copies of and/or links to the updated documents/webpage.

Issue Area and Required Corrective Action	Specific Corrective Action to be Completed	Responsible Party	Target Completion Date	How Completion will be Reported and Verified to the State Agency
		JoVanka Cvitkovich/Employee Handbook		
Continuous Notice of Nondiscrimination: Add to Website & Documents	Add the continuous notice of nondiscrimination to the following items: Course Catalog, school website, job postings and/or the "Careers at GCSC" webpage.	JoVanka Cvitkovich IT Department	9/30/2024	Provide CHE with copies of and/or links to the updated documents/webpage.
Title IX Coordinator: Publish Trainings	Post all Title IX trainings completed by the Title IX Coordinator on the district's website.	Shalanda Robinson	9/30/2024	Provide CHE with a link to the webpage where the Title IX Coordinator's completed Title IX trainings have been published.
Employment Application: Remove "Title" Questions	Remove the two drop-down "Title" boxes from the "Personal Info" section of the Employment Application.	JoVanka Cvitkovich	9/30/2024	Provide CHE with a screenshot of or a link to the updated portion of the employment application form.

Signed: Vanessa Nichol Date: 9/17/24