

July 30, 2021

Superintendent Robert W. Blair  
North Lyon County USD 251  
c/o David Cunningham  
Attorney, Kansas Association of School Boards  
Via email: [dcunningham@kasb.org](mailto:dcunningham@kasb.org)



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## **Re: Changes to North Lyon County USD 251 Policy**

Dear Superintendent Blair:

We thank you and North Lyon County School District for your attention to our July 6, 2021 letter. We were glad for the district's willingness to engage with us to address the discrimination Izzy Dieker experienced because of her sexual orientation.

While we regret that our involvement and Izzy's successful Title IX complaint were ever necessary, we were glad to learn that the district would take steps to ensure similar discrimination does not occur again. We understand that USD 251 leadership agrees that all students in North Lyon County should feel welcomed, respected, and safe—regardless of their sexual orientation.

As we understand it, in order to achieve those ends and address the discrimination Izzy experienced, the district will:

- Provide anti-discrimination training to all district teachers and staff, including training regarding the prohibitions on discriminations contained in Title IX of the Education Amendments Act of 1972, prior to the start of the 2021-2022 school year, and providing the ACLU with a copy of the training offered;
- Broaden the above training to include lessons designed to ensure that USD 251 faculty and staff are welcoming to all, especially members of the LGBTQI+ community;
- Contact an experienced trainer and presenter whom the ACLU of Kansas recommended in order to augment the district's anti-discrimination training, either this summer or during in-service training throughout the year;
- Make the Title IX complaint procedure more transparent by providing a simple and clear summary of students' Title IX rights that is easily accessible on both the district's websites as well as the websites of individual schools;



- Make clear that students and families going through the Title IX complaint process are aware of, and know how to, request support from the district throughout the complaint process and following a complaint's resolution;
- More clearly publicize the district's anti-discrimination policies and obligations, as well as students' rights, both online and in schools by making the policies easier to find and placing them in a more prominent location within the district's buildings;

We understand that USD 251 is resolved to creating a truly welcoming and respectful environment for all its students. We further understand that the district is committed to supporting those students and families that have suffered discrimination, especially when proceeding through the Title IX complaint process. We are eager to see this commitment in action, including through the steps outlined above.

Thank you again for your willingness to engage with us on these issues. We believe these are positive steps forward to both heal the harm done to Izzy and ensure North Lyon County USD 251 is an educational and positive place for all.

Please let us know immediately if we misunderstood any of the district's commitments.

Kind regards,

A handwritten signature in black ink that reads "Sharon Brett". The signature is written in a cursive style with a large, prominent "S" and "B".

Sharon Brett, Legal Director

A handwritten signature in black ink that reads "Josh Pierson". The signature is written in a cursive style with a large, prominent "J" and "P".

Josh Pierson, Senior Staff  
Attorney