

NONDISCRIMINATION: TITLE IX GRIEVANCES

Inquiries or complaints regarding compliance with Title IX may be directed to the office of the Superintendent of Schools. Grievances will be processed as follows:

GRIEVANCE PROCEDURE

1. Any complaint from or on behalf of any person employed or served by the schools shall be submitted in writing, using the form provided, to the office of the Superintendent of Schools, hereafter referred to as "the designated employee". A written complaint shall include:
 - A. Description of educational program or activity in which the discrimination is occurring;
 - B. Description of how the program or activity is discriminatory on the basis of sex, race, ethnic background or socio-economic status.

The designated employee shall without delay, forward it to the person immediately responsible, i.e., department head, coach, supervisor, etc.

2. The immediately responsible person will investigate the complaint and report his/her findings and recommended remediation in writing to the grievant within five (5) school days. A copy of the report shall be sent to the designated employee who will maintain a file on all grievances.
3. If the grievance has not been remedied to the satisfaction of the grievant s/he may then submit the complaint, with all previous communications attached, to the following parties, in order given. Each party will have the time indicated in which to investigate and report its findings and recommended remediation.
 - A. Responsible Building Principal (5 school days)
 - B. Superintendent of Schools (10 school days)
 - C. School Board (20 school days)
4. If all else fails, the grievant may appeal to the Federal Office for Civil Rights, Regional Director for Civil Rights, US Department of Education, JW McCormack POCH, Room 222, Boston, MA 02109.

Note: All reports submitted throughout the grievance procedure must be made out in duplicate, with all previous correspondence attached, one copy going to the grievant and one to the designated employee who shall maintain a file on all grievances. Blank grievance forms will be available in all Principals' offices in every school and in the Superintendent of Schools's office.