

Mission-Goals-Objectives

Grievance Procedure for Section 504, Title IX, and Title VII Regulations

The Superintendent of Schools or his/her designee has been designated as the Compliance Officer. In compliance with regulations of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, and the Civil Rights Act of 1987, the Amity Board of Education adopts the following Equal Employment Opportunity and Equal Educational Opportunity Policies. The following procedures will be followed in dealing with all complaints alleging discrimination under any section of the above-mentioned acts.

Level I: The complainant shall discuss the alleged discriminatory act or practice with the Equity/Title IX Officer or the individual's immediate supervisor. If satisfaction cannot be achieved at this level, the complainant should follow the procedures outlined in Level II.

Level II: The complainant shall, within forty calendar days of the alleged incident, refer the complaint to the Equity/Title IX Officer. Within five working days, a conference must be held. The Superintendent shall be notified of this meeting. Five working days following the conference, the complaint should be resolved to the satisfaction of both parties. The Board will be apprised by the Superintendent of any grievance reaching Level II.

Level III: If the complainant is not satisfied with the resolution reached at Level II, he/she must notify the Superintendent, in writing, in a timely fashion. The Superintendent must hold a hearing within two working days and within five working days of the hearing resolve the complaint or refer the matter to the Board of Education for consideration.

Level IV: The Board of Education, Superintendent and the Equity Officer shall proceed in accordance with appropriate state statutes.