

NOTICE REGARDING TITLE IX AND SECTION 504 REGULATIONS

The School Board at its July 13, 2015 meeting revised 7-1.1, "Nondiscrimination Policy". The policy became the official notice of nondiscrimination and therefore fulfills the Title IX and Section 504 requirements. It is the following:

In accordance with federal laws, the laws of the Commonwealth of Virginia and the policies of the School Board of the City of Richmond, the Richmond Public Schools does not discriminate on the basis of sex, race, color, age, religion, disabilities or national origin in the provision of employment and services. The Richmond Public Schools operates equal opportunity and affirmative action programs for students and staff. The Richmond Public Schools is an equal opportunity/affirmative action employer. The School Board also supports equal opportunities and treatment of all individuals regardless of sexual orientation. The Section 504 Coordinator is Dr. Anthony Walker, Richmond Public Schools, 301 North Ninth Street, Richmond, Virginia 23219, (804) 780-7710. The ADA Coordinator Ms. Michelle Hudacsko, Chief of Staff, 301 N. Ninth St., 17th Floor, Richmond, VA 23219, (804) 780-7710. The Title IX Officer is Ms. Michelle Hudacsko, Chief of Staff, 301 North Ninth Street, Richmond, Virginia 23219, (804) 780-7710. The United States Department of Education's Office of Civil Rights may also be contacted at 400 Maryland Avenue, SW, Washington, DC 20202, (202) 401-2000 or 1-800-872-5327.

Please inform appropriate staff that the above notice should be used in respective bulletins, handbooks, newspapers, application forms, reprinted publications, and any and all materials requiring general distribution. If the notice is not incorporated as part of the text of the above publications, it can be included by use of inserts. Please adhere to the above policy and procedures. They become effective upon adoption.

In addition, please be reminded that the division utilizes a grievance procedure (the State procedure already in effect for which Title IX is applicable). The Procedure for Adjusting Grievances (Employees), Appendix B of the *Bylaws and Policies* (which is already available to staff at respective locations), contains language in Part I: Definitions in the following:

"Notwithstanding the forgoing definitions, the term "grievance" shall include a complaint or a dispute by any employee of the school division which arises under or is applicable to Title IX of the Education Amendments of 1972, 20 U.S.C., Section 1681, et. seq., and/or Section 504 of the Rehabilitation Act of 1973."

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The separately devised Student Grievance Procedure is listed below. Inquiries relative to the various concerns should be directed as follows:

General and Student Inquiries

Ms. Michelle Hudacsko
Title IX Compliance Officer
Richmond Public Schools
301 North Ninth Street
Richmond, VA 23219-1927
Telephone: (804) 780-7710

Employment Inquiries

Ms. Michelle Hudacsko
Richmond, VA 23219-1927
Telephone: (804) 780-7710

Section 504 Regulations

Dr. Anthony Walker
Section 504 Coordinator
Richmond Public Schools
301 North Ninth Street
Richmond, VA 233219-1927
Telephone: (804) 780-7710

ADA Coordinator

Ms. Michelle Hudackso
301 N. Ninth Street
Richmond, VA 23219
Telephone: (804) 780-7710

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STUDENT GRIEVANCE PROCEDURE

Any student in the Richmond Public Schools who believes he or she has been discriminated against, denied a benefit, or excluded from participation in any school education program or activity on the basis of sex in violation of this policy, may resolve his or her grievance through the following channels:

1. Make an appointment with your counselor to discuss your grievance. This meeting should take place immediately following the event which gave rise to the disagreement.
2. If the problem is not resolved, submit in writing, immediately, your grievance along with a request for an appointment to meet with your building principal. This meeting should be held within five days following the receipt by the principal of the written complaint.
3. If, as a result of discussion, the matter is not resolved to your satisfaction, submit in writing your grievance to, Title IX Compliance Officer. The Title IX Compliance Officer will then make the necessary arrangements for you to present your grievance to a Grievance Committee within five days upon the receipt of your written complaint.
4. You may anticipate a decision of the Grievance Committee within ten days after hearing your grievance.
5. The action of the Grievance Committee may be appealed in writing within ten days to the school superintendent.

Students may (but are not required) be accompanied by parents, guardians or representatives at any stage during the proceedings.

June 19, 2018