

## RESOLUTION OF DISCRIMINATION COMPLAINTS

Code **ACG** Issued **10/19**

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Purpose: To establish the basic procedure for resolution of discrimination complaints.

### **Employee complaints**

The district will use the grievance procedures set forth in policy GBK to process complaints based on alleged violation of Title VII of the Civil Rights Act of 1964; Title IX of the Education Amendments Act of 1972; Section 504 of the Rehabilitation Act of 1973; and Titles I and II of the Americans with Disabilities Act of 1990 (referred to as “civil rights grievances”).

If the grievance is not resolved after steps one and two of the policy, the employee may appeal in writing to the district’s director of state and federal programs/superintendent. If the employee does not file such appeal within five working days of the grievant’s receipt of the written response, the employee waives his/her right to appeal.

If the employee files an appeal, the director of state and federal programs/superintendent will investigate the claim as appropriate. He/She will conduct a hearing within five days following any investigation. All interested persons and their representatives, if any, will have an opportunity to submit evidence relevant to the complaint. The director of state and federal-programs/superintendent will render a decision on the matter within five working days after receipt of the grievance or, if a hearing is conducted, within five working days after the conclusion of the hearing. The decision and any description of the resolution will be in writing and a copy forwarded to the grievant.

The employee’s pursuit of other remedies such as the filing of a complaint with the responsible federal department or agency will not impair his/her right to a prompt and equitable resolution of any civil rights grievance.

### **Student complaints**

- Title IX Complaints – Students who believe that they have been discriminated against on the basis of sex have the right to appeal to their principals. If the student is not satisfied with the decision of the principal, he/she may appeal to the district Title IX coordinator/superintendent and then to the board.
- Section 504 Complaints – Students who believe that they have been discriminated against on the basis of a disabling condition have the right to appeal to their principals.

If the student is not satisfied with the decision of the principal, he/she may appeal to the district director of state and federal programs/superintendent and then to the board. The superintendent will schedule appeals to the board.

Adopted 6/2/97; 11/5/12 , revised 10/7/19