



Section 504 Grievance Procedure

Form L

The Brighton Area Schools has adopted the following Grievance Procedure for addressing complaints of discrimination or harassment in the District's programs, activities, and services. This Grievance Procedure may be used by any party, including students, parents and members of the public and applies to complaints alleging discrimination or harassment carried out by employees, students and third parties. A person is not required to use this procedure and may instead file a complaint directly with the U.S. Department of Education's Office for Civil Rights, 1350 Euclid Avenue, Suite 325 Cleveland, OH 44115:

Step 1: A person who believes that he/she has been discriminated against by the Brighton Area Schools is encouraged, but not required, to discuss the matter informally with the appropriate building principal, in the case of a student, or his/her immediate supervisor, in the case of an employee. If the building principal or the immediate supervisor is the subject of the complaint, or the grievant is not a student or employee, the grievant may, instead, contact the Brighton Area Schools Section 504 Coordinator listed below.

- A. The person receiving the complaint may arrange a meeting of the parties in an attempt to resolve the complaint, but this option will not be used in instances, such as alleged disability-based harassment, when it should be inappropriate for the parties to meet together.
- B. The person receiving the complaint shall verbally convey his/her findings to both the person who alleged the violation and the person who is the subject of the complaint within 10 business days.

Step 2: If the informal Step 1 process does not resolve the matter, or if the grievant does not wish to use the informal procedures set forth in Step 1, a written complaint may be submitted to the Brighton Area Schools Section 504 Coordinator who will investigate the complaint.

- A. If the Section 504 Coordinator is the subject of the complaint, the complaint should be submitted to the Superintendent of Schools, 125 S. Church Street, Brighton, Michigan, 48116, who will appoint another administrator to conduct the investigation.
- B. The complaint shall be signed by the grievant and include the:
 - (1) grievant's name and contact information;
 - (2) facts of the incident or action complained about;
 - (3) date of the incident or action giving rise to the complaint;
 - (4) type of discrimination alleged to have occurred; and
 - (5) specific relief sought.



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Form L (continued)

- A. Both the complainant and the person(s) whom are alleged to have discriminated against, or harassed the complainant shall have the opportunity to identify witnesses and other evidence they deem relevant to the investigation.
- B. An investigation of the complaint will be conducted within 10 business days following the submission of the written complaint. The investigation shall include an interview of the parties and witnesses, a review of relevant evidence, and any other steps necessary to ensure a prompt and thorough investigation of the complaint.
- C. A written disposition of the complaint shall be issued within 10 business days of completion of the investigation, unless a specific written extension of time is provided to the parties. Copies of the disposition will be given to both the grievant and the person who is the subject of the complaint.

Step 3: If either party wishes to appeal the decision in Step 2 above, he/she may submit a signed, written appeal to the Superintendent of Schools within 10 business days after receipt of the written disposition. The Superintendent or his/her designee shall respond to the complaint, in writing, within 10 business days of the date of the appeal. Copies of the response shall be provided to both the grievant and the person who is the subject of the complaint.

- A. The Brighton Area Schools provides assurance that it strictly prohibits any form of retaliation against persons who utilize this Grievance Procedure. Further, a grievant making a complaint is neither required to prosecute the matter nor confront the alleged discriminator or harasser when that would be inappropriate.
- B. Should the District determine that discrimination or harassment has occurred, the District will take steps to prevent its recurrence and to correct its discriminatory effects on the complainant and others, if appropriate

If you have questions regarding these procedures or want to file a complaint, please contact the Brighton Area Schools Section 504 Coordinator:

Michelle Allison, District 504 Coordinator
BRIGHTON AREA SCHOOLS
125 S. Church Street Brighton MI 48116
810-299-4080