

## NONDISCRIMINATION: TITLE IX GRIEVANCES

Inquiries or complaints regarding compliance with Title IX may be directed to the office of Superintendent of Schools.

### 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". 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, he/she may then submit the complaint, with all previous communications attached, to the following parties, in the order given. Each party will have the time indicated in which to investigate and report its findings and recommend 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, Department of Health, Education and Welfare, Washington, DC 200201

Note: All reports submitted throughout the grievance procedure must be made 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 Principal's offices and at the SAU Office.

**Mrs. Connie Twombly, Chairperson**  
**Ms. Sarah Hayes**  
**Mrs. Ann Glidden**  
**Mr. Joseph Fleck**  
**Mrs. Peggy Richards**

**Adopted by the Board: 17 October 1989**  
**Revised by the Board: 2 August 1995**  
**Reaffirmed by the Board: 10 July 1998**  
**Revised by the Board: 6 December 2000**