

TITLE IX GRIEVANCE PROCEDURE

DEFINITION

- A Grievance means an alleged violation, misinterpretation or misapplication of Title IX provisions.
 - A Grievance to be considered under this procedure must be initiated in writing by the grievant within ten (10) school days of its occurrence or from the time the grievant should have known of its occurrence. Any matter which, according to law, is beyond the scope of the Board's authority, is not subject to this procedure. Failure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step.

PROCEDURE

- An individual grievant may present a grievance to his/her superior without the intervention of the district grievance representative. The superior will then assume the responsibilities of the district grievance representative in the ensuing grievance procedure(s).

- Step 1: Any grievant who has filed a Title IX grievance shall first discuss it with the designated district representative in an attempt to resolve the matter mutually at that time.
- It will be the district grievance representative's responsibility to impartially investigate the complaint and deliver findings to the grievant within ten (10) school days.
 - The representative, if finding in favor of the grievant, will make recommendations for remediation to the Superintendent of Schools.
 - In the event that the Superintendent concurs with the recommendation(s), he/she will make every effort to implement said recommendation(s).
 - If the Superintendent does not concur with the recommendation(s), he/she will so advise the grievant within ten (10) school days of the time he/she received said recommendations from the district grievance representative.

TITLE IX GRIEVANCE PROCEDURE

Step 2: If the grievant is not satisfied with the district grievance representative's decision, he/she may appeal the decision to the Superintendent of Schools within ten (10) school days after the receipt of the decision from the district grievance representative or his/her superior. The appeal will be in writing and must specify:

- The nature of the grievance, i.e. the specific provisions of Title IX which have been violated or misinterpreted or misapplied.
- The injury and the loss which is claimed.
- The remedies sought.

The Superintendent of Schools will investigate the matter and communicate the decision in writing to the grievant within ten (10) school days from receipt of the written grievance.

Step 3: If the grievant is not satisfied with the Superintendent's decision, he/she may appeal his/her grievance to the school Board in writing within ten (10) school days after the receipt of the Superintendent's decision. The school Board will investigate the grievance and render a decision in writing within ten (10) school days after the receipt of the appeal to that level. The school Board may assign a sub-committee to investigate, but the final decision must be made by the entire Board as assembled.

Adopted: October 14, 1975
Revised: 4/12/94, 12/3/96
Reviewed: August 21, 2012