

SCHOOL DISTRICT
Series 100

Policy Title Equal Educational Opportunity Code No. 107

The Starmont Community School District does not intentionally discriminate on the basis of sex, race and color, national origin, religion and creed, age, marital/parental status, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, or socioeconomic status or familial status in its educational programs, activities, or employment practices, or as otherwise prohibited by statute or regulation. If you believe such discrimination has occurred and want to receive more information about the grievance procedure, please contact the Superintendent/Equity Coordinator at 3202 40th Street, Arlington, Iowa 50606 or call (563) 933-4598.

The board requires all persons, agencies, vendors, contractors and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of sex, race and color, national origin, religion and creed, age, marital/parental status, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, or socioeconomic status or familial status. Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm and harassment.

Harassment or discriminatory behavior that denies civil rights or access to equal educational opportunities includes comments, name-calling, physical conduct or other expressive behavior directed at an individual or group that intentionally demeans the sex, race and color, national origin, religion and creed, age, marital/parental status, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, or socioeconomic status or familial status of the individual or individuals or creates an intimidating, hostile or demeaning environment for education.

Date of Adoption: 10/23/06
Date of Review: 09/19/11
Date of Revision: 07/09/07

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Policy Title Notice of Nondiscrimination Code No. 107.E1

Students, parents, employees and others doing business with or performing services for the Starmont Community School District are hereby notified that this school district does not discriminate on the basis of sex, race and color, national origin, religion and creed, age, marital/parental status, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, or socioeconomic status or familial status in admission or access to, or treatment in, its programs and activities.

The school district does not discriminate on the basis of sex, race and color, national origin, religion and creed, age, marital/parental status, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, or socioeconomic status or familial status in admission or access to, or treatment in, its hiring and employment practices. Any person having inquiries concerning the school district's compliance with the regulations implementing Title VI, Title VII, Title IX, the Americans with Disabilities Act (ADA), § 504 or *Iowa Code* § 280.3 is directed to contact:

Superintendent
Starmont CSD
3202 40th Street
Arlington, IA 50606
563-933-4598

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing Title VI, Title VII, Title IX, the ADA, § 504 and *Iowa Code* § 280.3 (2007).

SCHOOL DISTRICT

Series 100

Policy Title Grievance Procedure

Code No. 107.E2

Grievance Procedures for Non-discrimination in Educational Programs and Employment

Students, parents of students, applicants for employment, and employees of Starmont Community School shall have the right to file a formal complaint alleging noncompliance with federal and state regulations requiring nondiscrimination in educational programs and employment.

Level One--Immediate Supervisor

(Informal and Optional--may be bypassed by the grievant)

Employees with a grievance based upon discrimination may first discuss it with their immediate supervisor, with the objective of resolving the matter informally. A student, a parent, or an applicant for employment with a complaint of discrimination in its educational programs, activities, or employment practices, may discuss it with the District's equity/affirmative action coordinator.

Level Two--Equity/Affirmative Action Coordinator

If the grievance is not resolved at level one and the grievants wish to pursue the grievance, they may formalize it by filing a complaint in writing on a "compliance violation form," which may be obtained from the educational equity/affirmative action coordinator. The complaint shall state the nature of the grievance and the remedy requested. The filing of the formal, written complaint at level II must be within 15 working days from the date of the event-giving rise to the grievance or from the date the grievants could reasonably become aware of such occurrence. The grievants may request a meeting concerning the complaint be held with the educational equity/affirmative action coordinator. A minor student may be accompanied at the meeting by a parent or guardian. The educational equity/affirmative action coordinator shall investigate the complaint and attempt to resolve it. A written report from the compliance officer regarding action taken will be sent within 15 working days after the receipt of the complaint.

Level Three--Impartial Third Party Hearing

If the complaint has not been satisfactorily resolved at level three--equal employment opportunity/affirmative action coordinator, the grievant(s) may request in writing an impartial third-party hearing. The written request shall be filed with Starmont District Superintendent within 30 calendar days of the receipt of the equal employment opportunity/affirmative action coordinator's decision at level two.

The impartial hearing shall be conducted by a hearing officer to be selected by Starmont Community School District and the person(s) filing the complaint. The hearing officer shall be an administrative law judge or another third party hearing officer that is qualified to hear complaints related to alleged non-compliance with federal and state regulations requiring non-discrimination in educational programs and employment. The impartial third-party hearing officer selected shall set the date and time of the hearing.

This procedure in no way denies the right of the grievants to file formal complaints with the Iowa Civil Rights Commission, the federal Office of Civil Rights or the Equal Employment Opportunity Commission for mediation or rectification of civil rights grievances, or to seek private counsel for complaints alleging discrimination. The educational equity/affirmative action coordinator is: Superintendent • Starmont Community School District • 3202 40th St. • Arlington, IA 50606 • Telephone: (563) 933-4598

Starmont Grievance Report For Educational Programs and Employment

Name of Grievant: _____

Date Filed: _____

Date alleged violation: _____

Description of Grievance: _____

Relief Sought: _____

(Signature of Grievant)

Disposition by Immediate Supervisor at Level I:

Date: _____

(Signature of Immediate Supervisor)

I, the Grievant, received a copy of the decision of the Immediate Supervisor at Step I of the grievance procedures this _____ day of _____, 20 _____.

(Signature of Grievant)

* * * * *

I, the Grievant, request a disposition by the Equity/Affirmative Action Coordinator to resolve my grievance.

Date: _____

(Signature of Grievant)

Disposition by the Equity/Affirmative Action Coordinator at Level II

Date: _____

(Equity/Affirmative Action Coordinator)

I, the Grievant, received a copy of the decision of the Education Equity/Affirmative Action Coordinator at Step II of the grievance procedures this _____ day of _____, 20 ____.

(Signature of Grievant)

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I, the Grievant, request an impartial third party hearing to resolve my grievance.

Date: _____

(Signature of Grievant)

Disposition by Impartial Third Party Hearing at Level III

Date: _____

(Signature of Administrator)

I, the Grievant, received a copy of the decision of the Impartial Third Party at Step III of the grievance procedures this _____ day of _____, 20 ____.

(Signature of Grievant)