

**North Country Schools/OENSU
Common Board Policy Manual**

BOARD PROCEDURES

POLICY NO. C.9

C.9 BOARD COMMITMENT TO NON-DISCRIMINATION

Policy

The Board will not unlawfully discriminate against any person or group on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, disability, age, or marital status

Notice of Non-Discrimination

The following notice of Non-Discrimination shall be posted annually in student/faculty handbooks in age appropriate language.

Applicants for admission and employment, students, parents, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the North Country Schools/OENSU District are hereby notified that this District does not discriminate on the basis of race, color, religion (creed), ancestry, national origin, place of birth, sex, sexual orientation, disability, age, or marital status in admission or access to, or treatment or employment in, its programs and activities.

The OENSU Office Manager has been designated by the North Country Schools/OENSU District to coordinate the District's efforts to comply with the regulations implementing Title VI, Title IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The OENSU Office Manager (non-discrimination coordinator) may be reached at 338 Highland Avenue, Suite 4, Newport, Vermont, 05855-4897 (802-334-5847).

Grievance Procedure

1. Definitions:
 - (a) A grievance is a claim made by a student, teacher or employee of the school district that he or she has been subjected to discrimination because of specific actions of the school board or its employees.
 - (b) A grievant shall be a student(s) and/or parent(s), employee, or applicant making the claim.

2. Intent:

Nothing contained within this grievance procedure shall be construed as limiting the right of an aggrieved person or persons to informally discuss a problem with the

school administration or staff. Should such an informal process fail to resolve the situation then a formal filing of a grievance may be made in accordance with the following procedure:

3. Procedures: (all days are calendar days)

Step I: Within 15 days of an alleged violation of this policy, the aggrieved shall submit in writing to the superintendent or designee the nature of the grievance and the remedy the grievant seeks. The superintendent or designee should arrange for a hearing within 15 days of receipt of the grievance. The superintendent or designee shall provide a written answer on the grievance within 5 days of the meeting.

Step II: If the grievance is not resolved at Step I, then the aggrieved may, within 10 days of the denial, request in writing that the school board or a committee of the school board hear the grievance. The chairperson of the school board or their designee shall establish a meeting before the board or a committee of the board within 15 days of receipt of the request. Such a meeting will be in a public or in an executive session, at the discretion of the grievant. The board or its committee shall provide a written answer on the grievance within 5 days of the board's next regularly scheduled meeting. The decision of the board or its committee shall be final and binding to the extent of the jurisdictional limits and authority of the school board.

Legal Reference(s): 9 V.S.A. §4502 (Public accommodations)
 21 V.S.A. §§495 et seq. (Employment practices)
 21 V.S.A. §1726 (Unfair labor practices)
 20 U.S.C. §§1400 et seq. (IDEA)
 20 U.S.C. §1681 et seq. (Title IX, Education Amendments of 1972))
 29 U.S.C. §206(d) (Equal Pay Act of 1963)
 29 U.S.C. §§621 et seq. (Age Discrimination in Employment Act)
 29 U.S.C. §794 (Section 504, Rehabilitation Act of 1973)
 42 U.S.C. §§2000d et seq. (Title VI of the Civil Rights Act of 1964)
 42 U.S.C. §§12101 et seq. (Americans with Disabilities Act of 1990)

Cross Reference: Personnel: Recruitment, Selection, Appointment and Criminal Records Checks (D1)

Date Adopted:

Brighton	8/13/02	Lowell	8/12/02
Charleston	8/14/02	Morgan	9/12/02
Coventry	8/07/02	Newport City	8/05/02
Derby	7/29/02	Newport Town	8/14/02
Holland	8/12/02	Troy	8/19/02
Jay/Westfield	9/11/02	NCUHS	8/27/02
		NCUJHS	8/26/02