

LUDLOW SCHOOL DISTRICT
POLICY BO

BOARD COMMITMENT TO NON-DISCRIMINATION (Pg 1 of 2)

The board recognizes its obligation to respect the legal rights of all students, parents/guardians, employees, applicants for admission or employment, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with the school district. The board will seek to comply with all applicable federal and state non-discrimination laws. The board will not discriminate against any person or group on the basis of race, color, religion, national origin, disability, sex, sexual preference, or age.

The following Notice of Non-Discrimination will be given to appropriate recipients as required by law:

Notice of Non-Discrimination

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 LUDLOW School District are hereby notified that this District does not discriminate on the basis of race, color, religion, national origin, sex, sexual preference, marital status, familial status, receiving of public assistance, age, or disability in admission or access to, or treatment or employment in, its programs and activities. Any person having inquiries concerning the Ludlow School District's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), Section 504 of the Rehabilitation Act of 1973 (Section 504), Title II of the Americans with Disabilities Act of 1990 (ADA), or the Age Discrimination Act of 1975 (Age Discrimination Act) is directed to contact:

Support Services Coordinator
Superintendent's Office, Ludlow, Vermont
802-228-2541

This person has been designated by the Ludlow School District to coordinate the District's efforts to comply with the regulations implementing Title VI, Title IX, Section 504, the ADA, and the Age Discrimination Act.

Inquiries concerning the application of Title VI, Title IX, Section 504, the ADA, the Age Discrimination Act, and their respective implementing regulations to Ludlow School District also may be referred to the U.S. Department of Education, Office for Civil Rights (OCR), Boston, Massachusetts 02109-4557. Within 180 calendar days of the alleged discrimination, or within 60 days of receiving notice of the District's final disposition on a complaint filed through Ludlow School District's internal grievance procedure, the grievant also may file a complaint with OCR.

Grievance Procedure

1. Definitions:
 - (a) A grievance is a claim made by a student, teacher or employee of the school district 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/guardian(s) or employee making the claim.

Pg 2 of 2 - Policy BO - Board Commitment to Non-Discrimination

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 should arrange for a hearing within 15 days of receipt of the grievance. The superintendent 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.

DATE WARNED: January 6, 2004

DATE ADOPTED: January 15, 2004

DATE REVIEWED: _____

LEGAL REFERENCES: 21 V.S.A. §495 et seq, §1726; Equal Pay Act '72; Educ Handicap Child. '75; T-VI, Civ Rights Act '64; Rehab Act '73; T-IX, Educ Amend '72; Age Discrm Employ. Act, P.L. 95-25; T-VII, Civ Rights Act '64

POLICY CROSS REFERENCE: Hiring (CN)

PROCEDURE REFERENCE: _____