

NON-DISCRIMINATION POLICY

It is the policy of the Browns Valley School not to discriminate on the basis of race, color, creed, religion, natural origin, sex, marital status, status with regard to public assistance or disability in its education programs, activities or employment policies as required by the Title IX of the 1972 Education Amendments. Inquiries regarding compliance with Title IX may be directed to Superintendent at the Browns Valley School, Browns Valley, MN 56309, 218/747-2257 or to the Director of Office for Civil Rights Department of Health Education and Welfare, Washington, D.C.

GRIEVANCE PROCEDURE

- 1. Any person who has a complaint alleging that the School District is not complying with this policy or alleging any actions prohibited by this policy shall present the complaint in writing along with the reasons for such complaint to the person designated to handle complaints.**
2. The person designated to handle complaints shall investigate the complaint and determine whether the school district is in fact in violation of state or federal law prohibiting discrimination. A decision shall be communicated to the complainant within 15 days of the initial reception of the complaint.
3. If the designated official finds that the complaint is justified he/she shall initiate action to rectify the complaint.
4. If the designated official finds that the complaint is not justified, he/she shall so notify the complainant in written communication.
5. If the complainant is not satisfied with the findings, an appeal may be made to the Board of Education. The appeal must be requested in a written communication to the school no later than 15 days after receipt of the written decision.
6. A hearing before the Board of Education shall occur no later than 30 days after receipt of a written request for such hearings. The complainant may testify and may request that others testify in the complainant's behalf. The designated official will present the findings called for in Step 2. The Board shall reach a decision and notify the complainant of its findings no later than 15 days after the hearing.
7. If the complainant is not satisfied with the decision of the Board, appeal may be made to one or more of the following offices:

Director of the Office of Civil Rights
300 South Waker Drive
St. Paul, MN 55101

Commissioner of Human Rights
200 Capital Square Building
St. Paul, MN 55101

Equal Employment Opportunity Commission (EEOC)
Regional Office
342 North Water Street
Milwaukee, WI 53202