

DISCRIMINATION

Students or parents/guardians of students of the District have the right to file a formal complaint alleging non-compliance with regulations outlined in Title VII of the 1964 Civil Rights Act, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act 1973 and the ADA (Americans with Disabilities Act, 1990).

Level One

A student or parent/guardian of a student with a complaint of discrimination on the basis race, creed, color, ancestry, age, gender, sexual orientation, gender identity, national origin, disability, physical attributes, religion, political party preference, political belief, socioeconomic status, veteran's status, actual or potential parental, family or marital status, in its programs, services, and employment practices, should discuss it with a teacher, counselor, or Building Administrator with the goal to resolve the matter informally.

Level Two

If the complaint is not satisfactorily resolved at Level One and the student(s) want to make a formal complaint, they must submit a written complaint on the District's Complaint Form. A written complaint shall state the nature of the complaint and the remedy requested. The completed form must be filed with the District's Complaint Investigator within fifteen (15) working days from the date giving rise to the complaint or from the date the student(s) reasonably became aware of such occurrence. The student(s) may request that a meeting concerning the complaint be held with the Complaint Investigator. A student may be accompanied at such a meeting by a parent/guardian. The District's Complaint Investigator at Level Two is the person serving as the Director of Student Services. A written report from that officer regarding the action(s) taken will be made and sent within fifteen (15) working days after receipt of the complaint to all parties involved.

Level Three

If the complaint is not satisfactorily resolved at Level Two, the student(s) may file a written appeal to the Superintendent. The appeal must occur within ten (10) working days after receiving the Level Two report. The student(s) may request a meeting with the Level Three Complaint Officer who is the Superintendent. The Superintendent has the option of meeting with the student(s) to discuss an appeal. The Level Three decision will be rendered within ten (10) working days after receipt of the written appeal.

This 3-step procedure in no way denies the right of student(s) to file a formal complaint with the Iowa Civil Rights Commission, the Federal Office of Civil Rights or other agencies available for mediation or rectification of

civil rights grievances, or to seek private counsel for the alleged discrimination complaint.

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