

Pittsfield School District

NON-DISCRIMINATION

It is the policy of the School Board that there will be no discrimination on the basis of age, gender, race, creed, religion, marital status, sexual orientation, national ethnic origin, economic status, or disability for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the School District. The district will not discriminate against any employee who is a victim of domestic violence, sexual assault, or stalking.

The Superintendent or his/her designee will receive all inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination.

The policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law, or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section of The Rehabilitation act of 1973, Title II of The American with Disabilities Act, Title VI or VII of The Civil Rights Act of 1964, Title IX of The Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Inquiries or complaints regarding compliance with Title IX may be directed to the office of the Superintendent of Schools. Grievances will be processed as follows:

1. Any complaint from or on behalf of any person employed or served by the schools shall be submitted in writing to the office of the Superintendent of Schools. The Superintendent shall, without delay, forward it to the person immediately responsible (i.e., department head, coach, supervisor, etc.).
2. The immediately responsible person will investigate the complaint and report his/her findings and recommend remediation in writing to the grievant within five (5) school days. A copy of the report shall be sent to the Superintendent who will maintain a file on all grievances.
3. If the grievance has not been remedied to the satisfaction of the grievant, he/she may then submit the complaint, with all previous communications attached, to the following parties, in the order given. Each party will have the time indicated in which to investigate and report its findings and recommended remediation:
 - a) Responsible Building Principal (5 school days);
 - b) Superintendent of Schools (10 school days);

c) School Board (20 school days).

4. If all else fails, the grievant may appeal to the Federal Office for Civil Rights, Department of Education, Washington, D.C. 20201.

All reports submitted throughout the grievance procedure must be made out in duplicate, with all previous correspondence attached, one copy going to the grievant and one to the designated employee who shall maintain a file on all grievances.

Adopted: June 1, 1995
Reviewed: June 17, 1996
January 8, 2009
Amended: January 22, 2009
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October 19, 2017