

## Personnel -- Certified/Non-Certified

### Title IX

The Board of Education agrees to comply with Title IX of the Education Amendments of 1972 and the Regulations promulgated pursuant thereto, the Board designates the Assistant Superintendent of Schools, as Compliance Officer. The Board shall, at least annually, notify all students, parents, employees and labor organizations with which it deals of the name, address and phone number of the Compliance Officer and the procedure for processing grievances.

Except as hereinafter noted, all complaints shall be addressed in writing to the Board designated Compliance Officer and he/she shall be responsible for investigating all complaints. Upon investigation, the Compliance Officer shall effectuate any changes deemed necessary to eliminate any discriminatory practices and shall inform the complainant in writing of his/her actions within ten (10) days of the receipt of such complaint.

If the complainant is not satisfied with the action of the Compliance Officer, within ten (10) days, the complainant may appeal the action of the Compliance Officer in writing to the Board of Education. The Board of Education shall hold a hearing within fifteen (15) days of receipt of such written request and shall decide what, if any, remedies are necessary to eliminate the practices deemed discriminatory. The Board shall notify the complainant in writing of its decision within ten (10) days after such a hearing.

Employees who are represented by labor organizations recognized by this Board for the purposes of collective bargaining shall process all complaints of alleged Title IX violations through the grievance procedures set forth in the applicable collective bargaining contracts.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.

29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.

34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

*Meritor Savings Bank. FSB v. Vinson*, 477 U.S. 57 (1986)

*Faragher v. City of Boca Raton*, No. 97-282 (U.S. Supreme Court, June 26, 1998)

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### Title IX

#### *Legal Reference (continued)*

*Gebbser v. Lago Vista Indiana School District*, No. 99-1866, (U.S. Supreme Court, June 26,1998)

*Davis v. Monro County Board of Education*, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (amended by P.A. 97-247 to include “sexual orientation”)

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

## **Personnel -- Certified/Non-Certified**

### **Grievance Procedure – Title IX**

The Hamden Board of Education agrees to comply with Title IX of the Education Amendments of 1972 and the Rehabilitation Act of 1973 and the regulations promulgated pursuant thereto. Section 504 of the Rehabilitation Act prohibits discrimination against the handicapped.

The Board authorizes the Superintendent to designate an administrator as Compliance Officer. The Board will, at least annually, notify all students, parents, and employees of the name, address and telephone number of the Compliance Officer and of the procedures for processing grievances.

The procedure for processing grievances is as follows:

- Step One:** All complaints will be addressed in writing to the designated Compliance Officer, and he/she will be responsible for investigating all complaints.
- Step Two:** Upon investigation, the Compliance Officer will make any changes he/she deems necessary to eliminate any discriminatory practice, and will inform the complainant in writing of his/her action within thirty (30) days of the receipt of the complaint.
- Step Three:** If the complainant is not satisfied with the action of the Compliance Officer, within twenty (20) days after the date on which the Compliance Officer wrote his/her decision, the complainant may appeal in writing to the Superintendent about the actions of the Compliance Officer.
- Step Four:** The Superintendent will hold a hearing within fifteen (15) days of receipt of a written appeal and will decide what, if any, remedies are necessary to eliminate the practices he/she deems discriminatory. The Superintendent will notify the complainant in writing of his/her decision within five (5) days after such hearing.
- Step Five:** If the complainant is not satisfied with the actions of the Superintendent, within twenty (20) days after the Superintendent has written his/her decision, the complainant may appeal in writing to the Board of Education about the Superintendent's actions.

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**Grievance Procedure -- Title IX** (continued)

**Step Six:** The Board of Education will hold a hearing within fifteen (15) days of receipt of this written appeal and will decide what, if any, remedies are necessary to eliminate the practices the Board deems discriminatory. The Board will notify the complainant in writing of its decision within five (5) days after such hearing.