

Rutland Windsor Supervisory Union Ludlow Elementary School District Mount Holly Elementary School District Plymouth School District Union #39 School District	BOARD COMMITMENT TO NON-DISCRIMINATION	Policy C6
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Policy

It is the policy of the Rutland Windsor Supervisory Union (RWSU), Ludlow Elementary School District, Mount Holly Elementary School District, Plymouth School District and Union #39 School District (hereinafter referred to as "District(s)") to not unlawfully discriminate against any person or group on the basis of race, color, religion, gender identity, ancestry, national origin, place of birth, sex, sexual orientation, disability, age or marital status.

I. DESCRIPTION

- A. **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 RWSU are hereby notified that this district does not discriminate on the basis of race, family status, color, religion, gender identity, ancestry, creed, national origin, place of birth, sex, sexual orientation, disability, age, political affiliation, marital status or receiving of public funds in admission or access to, or treatment or employment in, its programs and activities. A person has been designated by the RWSU to coordinate the District’s efforts to comply with the regulations implementing Title VI, IX, and Section 504 of the Rehabilitation Act of 1973, and other non-discrimination laws or regulations. The designated coordinator is identified in this policy along with information on how that person may be contacted.

Any person having inquiries concerning the RWSU’s compliance with the regulations implementing Title VI, Title IX, Section 504 or other state or federal non-discrimination laws or regulations is directed to contact the non-discrimination coordinator described under § II, B listed below.

II. IMPLEMENTATION

- A. **Grievance Procedure:** In the absence of a controlling grievance procedure outlined in a collective bargaining agreement the procedure below will be in effect.

- B. **Procedures For Handling Complaints Of Discrimination:**
 The non-discrimination coordinator for the Rutland Windsor Supervisory Union is:

Director of Support Services
 Rutland Windsor Supervisory Union
 8 High Street
 Ludlow, VT 05149
 802-228-2541

- C. **Definitions:**

1. A *grievance* is a claim made by a student, teacher, or employee of the RWSU or member of the public that he or she has been subjected to discrimination because of specific actions of the Board or its employees.
2. A *grievant* shall be a student(s) and/or parent(s), employee, or other persons making the claim.

D. 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:

E. Procedures: (all days are calendar days):

1. 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 sought. The Superintendent should arrange for a meeting within 15 days of receipt of the grievance. The Superintendent shall provide written answer on the grievance within 5 days of the meeting.
2. If the grievance is not resolved at Step I, then the aggrieved may, within 10 days of the denial, request in writing that the Board or a committee of the Board hear the grievance. The chair of the Board or designee shall schedule 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 depending upon the circumstances. 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 Board.

Legal References:

- 9VSA 4502 (Public Accommodations)*
- 21 VSA 495 (Employment practices)*
- 21 VSA 1726 (Unfair labor practices)*
- 20 USC 1400 et seq (IDEA)*
- 20 USC 1681 et seq (Title IX, Education Amendments of 1972)*
- 29 USC 206(d) (Equal Pay Act of 1963)*
- 29 USC 621 et seq (Age Discrimination in Employment Act)*
- 29 USC 794 (Section 504, Rehabilitation of 1973)*
- 42 USC 2000d et seq (Title VI of the Civil Rights Act of 1964)*
- 42 USC 12101 et seq (Americans with Disabilities Act of 1990)*

District:	Reviewed only	Date Warned	Date Adopted	Replaces Policy
Rutland Windsor Supervisory Union		March 4, 2011	March 16, 2011	C6
Ludlow Elementary School District		November 19, 2010	December 8, 2010	BO
Mount Holly School District		November 19, 2010	December 8, 2010	BO
Plymouth School District		December 2, 2010	December 15, 2010	BO
Union #39 School District		November 19, 2010	December 8, 2010	BO