

Discrimination Complaint/Grievance Procedure

Complaints regarding the interpretation or application of the district's nondiscrimination policy shall be processed in accordance with the following procedures:

Informal Procedure

Any person who feels that he/she has been discriminated against should discuss the matter with the building principal or department supervisor, who shall in turn investigate the complaint and respond in writing to the complainant within five working days. If this written response is not acceptable to the complainant, he/she may initiate formal procedures.

If the principal is the subject of the complaint, the individual may file a complaint directly with the superintendent. If the superintendent is the subject of the complaint, the complaint may be filed with the Board chair.

Formal Procedure

Step 1

A written complaint must be filed with the principal within five working days of receipt of the response to the informal complaint. The principal shall further investigate, decide the merits of the complaint and determine the action to be taken, if any, and reply, in writing, to the complainant within 10 working days.

Step 2

If the complainant wishes to appeal the decision of the principal, he/she may submit a written appeal to the superintendent within five working days after receipt of the building principal's response to the complaint. The superintendent shall meet with all parties involved, as necessary, make a decision and respond, in writing, to the complaint within 10 working days.

Step 3

If the complainant is not satisfied with the decision of the superintendent, a written appeal may be filed with the Board within five working days of receipt of the superintendent's response to Step 2. In an attempt to resolve the complaint, the Board shall meet with the concerned parties and their representative at the next regular or special Board meeting. A copy of the Board's decision shall be sent to the complainant within 10 working days of this meeting.

If the complainant is not satisfied after exhausting local complaint procedures, or 90 working days, whichever occurs first, he/she may appeal in writing to the Superintendent of Public Instruction.

Complaints filed or needing investigation during summer months while principals and staff are not on duty will be delayed until all parties return to work the next school year.

Discrimination Complaint Form

Name of Person Filing Complaint	Date	School or Activity	
<input type="checkbox"/> Student/Parent	<input type="checkbox"/> Employee	<input type="checkbox"/> Nonemployee (Job applicant)	
Type of discrimination:	<input type="checkbox"/> Race	<input type="checkbox"/> Color	<input type="checkbox"/> Religion
	<input type="checkbox"/> Sex	<input type="checkbox"/> National Origin	<input type="checkbox"/> Disability
	<input type="checkbox"/> Marital Status	<input type="checkbox"/> Age	<input type="checkbox"/> Sexual Orientation

Specific complaint: (Please provide detailed information including names, dates, places, activities and results of informal discussion. Attach additional pages, if necessary.)

Remedy requested:

The complaint form should be mailed or taken to the building principal. Direct complaints related to educational programs and services may be made to the U.S. Department of Education, Office for Civil Rights. Direct complaints related to employment may be filed with the Oregon Bureau of Labor and Industries, Civil Rights Division, or the U.S. Department of Labor, Equal Employment Opportunities Commission.