

Newberg School District 29J

Code: **AC-AR**
Adopted: 7/10/06
Readopted: 1/12/09
Orig. Code(s): 1010-AR

Nondiscrimination (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 their immediate supervisor, who shall in turn investigate the complaint and respond to the complainant within five working days. If this response is not acceptable to the complainant, he/she may initiate formal procedures.

If the immediate supervisor 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 immediate supervisor within five working days of receipt of the response to the informal complaint. The supervisor 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 his/her immediate supervisor, he/she may submit a written appeal to the superintendent within five working days after receipt of the supervisor's response to the formal complaint. The superintendent shall meet with all parties involved, as necessary, make a decision and respond, in writing, to the complainant 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 calendar days, whichever occurs first, he/she may appeal in writing to the Superintendent of Public Instruction.

Discrimination Complaint Form

Name of Person Filing Complaint

Date

School or Activity

Student/Parent Employee Nonemployee (Job applicant)

Type of discrimination:

Race

Color

Religion

Sex

National Origin

Disability

Marital Status

Age

Sexual Orientation

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

Remedy requested:

This complaint form should be mailed or taken to the immediate supervisor. 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.