

401.1L NON-DISCRIMINATION POLICY

It is the policy of the Board of Education of District No. 553 to comply with Federal and State Law prohibiting discrimination and all requirements imposed by, or pursuant to regulations issued thereto, to the end that no person shall, on the grounds of race, color, national origin, creed, religion, sex, marital status, status with regard to public assistance, age or disability be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under the educational program, or in employment or recruitment, consideration, or selection; therefore, whether full-time or part-time under any educational program or activity operated by the District.

To effectuate the provisions of this policy, the Board of Education directs the Superintendent of Schools to immediately take the following action steps;

- A. Develop and implement a management system to comply with the provisions of Title VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972 and Chapter 363.03, Minnesota Human Rights Act.
- B. Evaluate on a continuous basis the District's operation in terms of the requirements of federal and State Law prohibiting discrimination. This evaluation will include policies, practices and procedures currently in effect.
- C. Modify those aspects of the District's operation which do not conform to Federal and State Law prohibiting discrimination.
- D. Take remedial steps to eliminate the present effects of past discrimination.
- E. Maintain data for three years following completion of the evaluation as recommended under paragraph two (2) if this section and upon request, provide the HEW a description of any modification made pursuant to paragraph three (3).
- F. Assign responsibility for the implementation of provision of Civil Rights Law to the Title IV Coordinator of the District, Elementary Principal, 218-385-2553.
- G. Design and implement a training program to acquaint the District's staff with its Civil Rights responsibilities.
- H. Establish and publish a grievance procedure for students and staff under the provisions of Title IV.
- I. Disseminate the District's non-discriminatory policy to clients, the general public and vendors. Discrimination Grievance Procedure: Grievance Procedure shall be the following, pursuant to the School Board Resolution pertaining to Title IX of the Education Amendments of 1972 and Chapter 363.03, Minnesota Human Rights Act.
 1. Any person who has a complaint alleging that the School District is not

complying with this policy, or alleging any actions prohibited by this policy, shall present the complaint in writing, along with the reason for such complaint, to the Affirmative Action Officer.

2. This official shall investigate the complaint and determine whether the School District is in fact in violation of State or Federal Law prohibiting discrimination. A decision shall be made by the designated official, and such decision shall be communicated to the complainant within thirty (30) days of the initial reception of the complaint. The person designated by the Board as Affirmative Action Officer shall be the Elementary Principal.
3. If the designated official finds that the complaint is justified, he shall initiate action to rectify the complaint.
4. If the designated official finds that the complaint is not justified, he shall so notify the complainant.
5. If the complainant is not satisfied with the findings of the designated official, an appeal may be made to the Board of Education; such appeal to be requested in written communication to the Superintendent of Schools no later than thirty (30) days after receipt of the written decision of the designated official.
6. A hearing before the Board of Education shall occur no later than forty-five (45) days after receipt of a written request for such hearing by the original complainant. The complainant may testify and may request others to testify in the complainant's behalf. The designated official will summarize the findings of the investigation called for in Step "B", and may request others to testify. The Board shall reach a decision and notify the complainant of its findings no later than thirty (30) days after the hearing.
7. If the complainant is not satisfied with the decision of the board, the complainant may appeal to: Director of the Office for Civil Rights, 300 South Wacker Drive, Chicago, IL or Commissioner of Human Rights, 200 Capitol Square Building, St Paul, MN Telephone 612-296-5663, or Equal Employment Opportunity Commission, Regional Office, 342 North Water St. Milwaukee, WI 53202, 414-224-1111.