

1-12. TITLE IX REGULATIONS/GRIEVANCE/DISCRIMINATION

(See Policy 3210R)

The District will make equal educational opportunities available for all students without regard to race, color, national origin, ancestry, sex, ethnicity, language barrier, religious belief, and physical or mental handicap, or disability, economic or social condition, actual or potential marital or parental status. No student will be denied equal access to programs, activities, services, or benefits or be limited in the exercise of any right, privilege, or advantage, or denied equal access to educational and extracurricular programs and activities.

Inquiries regarding discrimination or intimidation should be directed to the District Title IX Coordinator. Any individual may file a complaint alleging violation of this policy, Policy 3200-Student Rights and Responsibilities, Policy 3225-Sexual Harassment/Intimidation of Students, or Policy 3226-Bullying/Harassment/Intimidation/Hazing by following those policies or Policy 1700-Uniform Complaint Procedure.

The coordinators for Fort Benton Schools are the guidance counselor(s) of Fort Benton High School, Fort Benton, Montana. The telephone number where they can be contacted is 406-622-5112.

The district will not tolerate hostile or abusive treatment, derogatory remarks, or acts of violence against students, staff, or volunteers with disabilities. The District will consider such behavior as constituting discrimination on the basis of disability, in violation of state and federal law.

If a student or employee believes that he/she has been discriminated against as listed above, the Board of Trustees has adopted a grievance procedure.

The procedure is as follows:

Step 1: The complainant must present, in written form, within ten (10) school days (two working weeks) the complaint to the officer. (Use Grievance Report – Form A)

Step 2: The responsible person has a working week (five school days) in which to investigate and *respond*. (Use space provided on the Grievance Report – Form A)

Step 3: If not satisfied, the complainant may appeal within ten (10) school days (two working weeks) to the superintendent or his designated officer. (Use Appeal – Form B)

Step 4: Response by the district office must be given within five (5) school days (one work week). (Use space provided on the Appeal – Form B)

Step 5: If the complainant is not satisfied at this level, an appeal may be made within ten (10) days (two working weeks) to the local Board of Education which will hear the complaint at the next regular meeting or within thirty (30) calendar days (Use Appeal – Form C). Local board hearings shall be conducted so as to accord due process to all parties involved in the complaint, such as written notice of hearing dates and specific charges, right to counsel, right to present witnesses, right to cross-examine, and to present written statements. The decision of the board shall be by a majority of the members at the meeting, which shall be public.

Step 6: The local Board of Education will respond to the complainant within thirty (30) calendar days. (Use space provided on Appeal – Form C)

The above information is offered as compliance with item #30 of the Title IX Needs Assessment – Part I, OSPI, federal, and state regulations, and laws governing discrimination on the basis of race and gender.