



7205 W. Silver Lake Road, Linden, MI 48451

PH: (810) 591-0980
FAX: (810) 591-5587

STATEMENT OF NONDISCRIMINATION

It is the policy of the Linden Community Schools not to discriminate on the basis of race, color, national origin, sex, (including sexual orientation or transgender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.

Inquiries regarding this nondiscrimination policy should be directed to:

Superintendent of Schools
Linden Community Schools
7205 W. Silver Lake Rd.
Linden, Michigan 48451
(810) 591-0980

LCS Compliance Officers:

Cynthia Marchese Director of Human Resources Phone: (810) 591-0987 Email: CMarchese@lindenschools.org	Title IX of the Education Amendments of 1972 Age Discrimination Act of 1975
Brett Young Assistant Superintendent Phone: (810) 591-0985 Email: BYoung@lindenschools.org	Co-Title IX Coordinator Title II of the Americans with Disabilities Act of 1990 Title VI of the Civil Rights Act of 1964 Section 504 of the Rehabilitation Act of 1973 Nondiscrimination of the Basis of Being Disabled

Grievance Procedures:

The following are our procedures for the Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendment Act of 1972, Title II of the Americans with Disability Act of 1990, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975.

Section I

Any person believing that the Linden Community Schools or any part of the school organization has inadequately applied the Administrations and/or regulations of (1) Title VI of the Civil Rights Act of 1964, (2) Title IX of the Education Amendment Act of 1972, (3) Title II of the Americans with Disabilities Act of 1990, (4) Section 504 of the Rehabilitation Act of 1973, and (5) the Age Discrimination Act of 1975 may bring forward a complaint, which shall be referred to as a grievance, to the local coordinator:

<p>Cynthia Marchese Age Act, Title IX Coordinator Linden Community Schools 7205 W. Silver Lake Rd. Linden, MI 48451 Phone: (810) 591-0987 Email: CMarchese@lindenschools.org</p>	<p>Brett Young Co-Title IX, Title VI, Title II, Section 504 Coordinator Linden Community Schools 7205 W. Silver Lake Rd. Linden, MI 48451 Phone: (810) 591-0985 Email: BYoung@lindenschools.org</p>
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Section II

The person who believes a valid basis for grievance exists shall discuss the grievance informally and on a verbal basis with the Local Coordinator, who shall in turn investigate the complaint and reply in writing within five (5) business days. If this reply is not acceptable, the complainant may initiate formal procedures according to the following steps.

Step 1: A written statement of the grievance shall be prepared by the complainant and signed. This grievance shall be presented to the local Age Act, Title II, Title VI, Title IX, or Section 504 Coordinator within five (5) business days of receipt of the written reply to the informal complaint. The Coordinator shall further investigate the matters of the grievance and reply in writing to the complainant within five (5) business days by certified mail.

Step 2: If the complainant wishes to appeal the decision of the local Age Act, Title II, Title VI, Title IX, or Section 504 Coordinator, he/she may submit a signed statement of appeal to the Superintendent of the Linden Community Schools within five (5) business days after receipt of the Local Coordinator’s response. The Superintendent shall meet with all parties involved, formulate a conclusion, and respond in writing to the complainant within ten (10) business days of the meeting by certified mail.

Step 3: If the complainant remains unsatisfied, he/she may appeal through a signed, written statement to the Board of Education within five (5) business days of his/her receipt of the Superintendent’s response in Step 2. In an attempt to resolve the grievance, the Board of Education shall meet with the concerned parties and their representatives within forty (40) days of the receipt by the Board Secretary to each concerned party within ten (10) business days of this meeting by certified mail.

Anyone at any time may contact the Office for Civil Rights for information and/or assistance at 1-800-421-3481. If the grievance has not been satisfactorily settled, further appeal may be made to the Office of Civil Rights.

Inquiries concerning the nondiscriminatory policy may be directed to the Director for Civil Rights, U.S. Departments of Education, Washington, D.C. 20202.

The Local Coordinator, on request, will provide a copy of the district’s grievance procedure and investigate all complaints in accordance with this procedure. A copy of each of the Acts and the regulations on which this notice is based may be found at the Local Coordinator’s office.