

# POLICY

2019

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COMMUNITY RELATIONS

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## SUBJECT: COMPLAINTS AND GRIEVANCES BY EMPLOYEES

In accordance with the provisions of General Municipal Law and the collective bargaining agreements, all District personnel shall have the opportunity to present their complaints or grievances free from interference, coercion, restraint, discrimination or reprisal. The District shall provide at least two procedural stages and an appellate stage for the settlement of any grievance.

Complaints or grievances not covered under employee contracts shall be handled and resolved, whenever possible, as close to their origin as possible. The Superintendent is responsible for implementing regulations for the redress of complaints or grievances through proper administrative channels.

### Complaints and Grievances Coordinator

Additionally, the Board shall ensure compliance with Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans With Disabilities Act (ADA). The Superintendent shall designate a District employee as the ~~Title IX/Section 504/ADA Coordinator~~ **Civil Rights Compliance Officer** and shall implement regulations and procedures to resolve complaints of discrimination based on sex or disability.

The ~~Title IX/Section 504/ADA Coordinator~~ **Civil Rights Compliance Officer** shall also be responsible for handling complaints and grievances regarding discrimination based on ~~face, color, creed, national origin, political affiliation, age or marital status.~~ race, color, religion, national origin, sexual orientation, age, or other legally protected category.

Title VII of the Civil Rights Act of 1964,  
42 United States Code (U.S.C.)  
Section 2000-e, et seq. - Prohibits  
discrimination on the basis of race,  
color, religion, sex or national origin.

Title VI of the Civil Rights Act of 1964,  
42 United States Code (U.S.C.)  
Section 2000-d, et seq. - Prohibits  
discrimination on the basis of race, color  
or national origin.

Section 504 of the Rehabilitation Act of  
1973, 29 United States Code (U.S.C.)  
Section 794 et seq.; The Americans With  
Disabilities Act, 42 United States Code  
(U.S.C.) Section 12101 et seq. -  
Prohibits discrimination on the basis of  
disability.

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Title IX of the Education Amendments of 1972, 20 United States Code (U.S.C.) Section 1681 et seq. - Prohibits discrimination on the basis of sex.

New York State Executive Law Section 290 et seq. - Prohibits discrimination on the basis of age, race, creed, color, national origin, sex, disability or marital status.

Age Discrimination in Employment Act, 29 United States Code (U.S.C.) Section 621.

Military Law  
Sections 242 and 243

NOTE: For procedure to resolve complaints/grievances per this policy refer to Regulation #3121R –Non-Discrimination and Anti-Harassment in the School District

Adopted: 1/27/97  
Revised and Adopted: