

Orange Southwest Supervisory Union

Section 504 and Title IX - Grievance Procedure

I. DEFINITIONS:

A. A grievance shall be construed for the purpose of implementation and administration of Title IX of the Education Amendments and Section 504 of the Rehabilitation Act to mean any claim made by a person involved with the Orange Southwest Supervisory Union, due to a denial of the benefits of, or discrimination under any program or activity.

B. A grievant shall be: a student(s), and/or parent(s) or employee(s), or one applying for access to employment, educational programs, or activities in the Orange Southwest Supervisory Union.

II. INTENT:

Notice contained within the grievance procedure shall be construed as limiting the right of an aggrieved person(s), to informally discuss a problem with the school administration or staff.

Should any such informal process fail to resolve the situation, then a formal filing of a grievance may be made in accordance with the following procedures:

Step 1:

The grievant shall forward a written copy of the grievance to the administrator who has immediate jurisdiction over the school unit involved. If the grievance is general in nature, it shall be addressed to the Superintendent of Schools.

The recipient administrator/Superintendent, shall hold a hearing on the grievance, within a reasonable period of time. Both parties involved may have counsel present.

Within a period of five (5) school days following the hearing, the administrator involved shall render his/her decision in writing.

Step 2:

If the grievant is not satisfied with the disposition of the grievance at Step 1, she/he may request a formal meeting before the Orange Southwest Supervisory Union Board of School Directors, at its next regular meeting.

The Chairperson of the School Board shall conduct the hearing; and, both parties may have counsel present.

The Board shall render its decision in writing within ten (10) days following the hearing. This decision shall be final and binding to the extent of the jurisdictional limits and the authority of the Board of School Directors.

Step 3:

If the grievance is not satisfactorily resolved at this level, either of the parties may then submit a request in writing, to the Secretary of Education for the State of Vermont, who will then appoint a hearing officer. The hearing officer's decision is final; except, that either party may seek resolution in the courts.