

Non-Discrimination

Statement

In compliance with Section 504 of the Rehabilitation Act of 1973, and with regulations implementing Title VI, VII and IX of Education Amendments of 1972, Health, Education & Welfare/Office for Civil Rights), the Torrington Board of Education adopts the following guidelines.

Guidelines

A. The Torrington Board of Education as a matter of policy does not knowingly condone discrimination on the basis of sex, age, race, creed, national origin, or physical handicap in any services provided or operated by the Torrington Board of Education.

B. The Torrington Board of Education directs the Superintendent of Schools to designate two system-wide Non-Discrimination Compliance Officers as the employees who will coordinate compliance with Title VI, VII, and IX and Section 504 of the Rehabilitation Act of 1973.

C. The Torrington Board of Education adopts the following grievance procedures in order to provide for prompt and equitable resolution of citizen, student, and employee complaints alleging any action which is prohibited by Section 504, Title VI, VII, and IX.

1. Any student, citizen, or employee will, in the case of an alleged violation, attempt resolution of the issue through the Principal of the building in which the practice has allegedly occurred.

2. If a person is not satisfied with the complaint response of the building Principal, he/she may appeal the decision within ten calendar days, in writing. The appeal should be forwarded to either designated non-compliance officers. A review of the written complaint will take place within twenty calendar days.

3. If the complainant is not willing to abide by the system wide Non-Discrimination Compliance Officer's recommendation, he/she may submit a written appeal for a hearing to the Board of Education within fifteen calendar days of receiving the decision.

4. With at least ten calendar days' notice given prior to the hearing, the Board of Education shall inform all parties involved of the date, time and place of the hearing and of the right to present witness(es) and to legal counseling or other representation, if desired. The Board of Education shall hear all aspects of the appeal and shall reach a decision within thirty calendar days of the receipt of the written appeal. The decision shall be presented in writing to the complainant at its next regularly scheduled meeting. The Secretary of the Board of Education shall inform the parties of the Board's action within five working days of the Board's meeting.

The Torrington Board of Education, as stated in this policy, does not knowingly condone discrimination on the basis of sex, age, race, creed,

national origin, physical handicap, or in any services provided or operated by the Torrington Board of Education.

A complete copy of that policy including a grievance procedure is available in the Board of Education office, 355 Migeon Avenue, Torrington, Connecticut.