

POLICY

2017

6480

Personnel

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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 states 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 will comply 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 and shall implement regulations and procedures to resolve complaints of discrimination based on sex or disability.

Prior to the beginning of each school year, the district shall issue an appropriate public announcement which advises students, parents/guardians, employees and the general public of the district's established grievance procedures for resolving complaints of discrimination based on sex or disability. Included in such announcement will be the name, address and telephone number of the Title IX/Section 504/ADA Coordinator.

The Title IX/Section 504/ADA Coordinator shall also be responsible for handling complaints and grievances regarding discrimination based on race, color, creed, national origin, political affiliation, sexual orientation, age, military status, veteran status, marital status or predisposing genetic characteristics.

Age Discrimination in Employment Act
29 United States Code (USC) Section 621
Americans with Disabilities Act
42 United States Code (USC) Section 12101 et seq.
Section 504 of the Rehabilitation Act of 1973
29 United States Code (USC) Section 794 et seq.
Title VI of the Civil Rights Act of 1964

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42 United States Code (USC) Section 2000-d, et seq.
Title VII of the Civil Rights Act of 1964
42 United States Code (USC) Section 2000-e, et seq.
Title IX of the Education Amendments of 1972
20 United States Code (USC) Section 1681 et seq.
Civil Rights Law Section 40-c
Executive Law Section 290, et seq.
Military Law Sections 242 and 243
Prohibits discrimination on the basis of race, creed, color,
religion, marital status, sexual orientation, disability, sex,
military status or national origin

Adopted: 2006

Revised: 6/23/97, 4/5/04, 9/11/06, 1/9/17