

**Regulation 102-R(1): Equal Educational Opportunity - Grievance Procedure**    **Status:** ADOPTED**Original Adopted Date:** 12/17/2021 **Last Reviewed Date:** 3/13/2023

It is the policy of the Highland Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact Bill Zywiec, 1715 Vine Avenue, Riverside, Iowa 52327, [bzywiec@highlandhuskies.org](mailto:bzywiec@highlandhuskies.org), (319) 648-3822.

Students, parents of students, employees, and applicants for employment in the school district have the right to file a formal complaint alleging discrimination. The district has policies and procedures in place to identify and investigate complaints alleging discrimination. If appropriate, the district will take steps to prevent the recurrence of discrimination and to correct its discriminatory effects on the Complainant and others.

A Complainant may attempt to resolve the problem informally by discussing the matter with a building principal or a direct supervisor. However, the Complainant has the right to end the informal process at any time and pursue the formal grievance procedures outlined below. Use of the informal or formal grievance procedure is not a prerequisite to the pursuit of other remedies. Please note that informal processes and procedures are not to be used in certain circumstances (e.g., sexual harassment and sexual assault).

**Filing a Complaint**

A Complainant who wishes to avail himself/herself of this grievance procedure may do so by filing a complaint with the equity coordinator(s). An alternate will be designated in the event it is claimed that the equity coordinator or superintendent committed the alleged discrimination or some other conflict of interest exists. Complaints shall be filed within 180 days of the event giving rise to the complaint or from the date the Complainant could reasonably become aware of such occurrence. The Complainant will state the nature of the complaint and the remedy requested. The equity coordinator(s) shall assist the Complainant as needed.

**Investigation**

Within 15 working days, the equity coordinator will begin the investigation of the complaint or appoint a qualified person to undertake the investigation (hereinafter "equity coordinator"). If the Complainant is under 18 years of age, the equity coordinator shall notify his or her parent(s)/guardian(s) that they may attend investigatory meetings in which the Complainant is involved. The complaint and identity of the Complainant, Respondent, or witnesses will only be disclosed as reasonably necessary in connection with the investigation or as required by law or policy. The investigation may include, but is not limited to the following:

- A request for the Complainant to provide a written statement regarding the nature of the complaint;
- A request for the individual named in the complaint to provide a written statement;
- A request for witnesses identified during the course of the investigation to provide a written statement;
- Interviews of the Complainant, Respondent, or witnesses;
- An opportunity to present witnesses or other relevant information; and

- Review and collection of documentation or information deemed relevant to the investigation.

Within 60 working days, the equity coordinator shall complete the investigation and issue a report with respect to the findings.

The equity coordinator shall notify the Complainant and Respondent of the decision within 5 working days of completing the written report. Notification shall be by U.S. mail, first class.

### **Decision and Appeal**

The complaint is closed after the equity coordinator has issued the report, unless within 10 working days after receiving the decision, either party appeals the decision to the superintendent by making a written request detailing why he/she believes the decision should be reconsidered. The equity coordinator shall promptly forward all materials relative to the complaint and appeal to the superintendent. Within 30 working days, the superintendent shall affirm, reverse, amend the decision, or direct the equity coordinator to gather additional information. The superintendent shall notify the Complainant, Respondent, and the equity coordinator of the decision within 5 working days of the decision. Notification shall be by U.S. mail, first class.

The decision of the superintendent shall be final.

The decision of the superintendent in no way prejudices a party from seeking redress through state or federal agencies as provided by in law.

This policy and procedures are to be used for complaints of discrimination, in lieu of any other general complaint policies or procedures that may be available.

If any of the stated timeframes cannot be met by the district, the district will notify the parties and pursue completion as promptly as possible.

Retaliation against any person, because the person has filed a complaint or assisted or participated in an investigation, is prohibited. Persons found to have engaged in retaliation shall be subject to discipline by appropriate measures.

***NOTE: A school district may have a different coordinator for each law or consolidate the responsibilities under one employee. The Iowa Department of Education encourages districts to have no more than two (2) coordinators: one for employment and one for programs. If the district has more than one coordinator, publications of this policy and notifications must include the name, contact address, contact phone number and email address for each coordinator.***

***NOTE: The sample grievance procedures include an appeal process that ends with the superintendent. If the board chooses to have a different practice that involves the board in these grievance procedures, the procedures should be updated to reflect this practice.***

***NOTE: The Office for Civil Rights requires that the procedures must designate reasonably prompt time frames for the major stages of the complaint process. The number listed in the italic brackets for each stage includes suggested time frames based on guidance from both the United States Office for Civil***

**Rights and the Iowa Department of Education. Districts should ensure that the time frames selected are reasonable for the individual district.**

**NOTE: Some conduct that falls under a school's equal educational opportunity policy also may trigger responsibilities under the state's anti-bullying/anti-harassment laws. By limiting the response to a specific application of its equal educational opportunity policy and the accompanying grievance procedures, a school may fail to properly consider whether the alleged conduct also results in bullying and/or harassment.**

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**I.C. Iowa Code**

Iowa Code § 216.6

**Description**

[Unfair Employment Practices](#)

Iowa Code § 216.9

[Unfair/Discriminatory Practices](#)

Iowa Code § 256.11

[DE - Educational Standards](#)

Iowa Code § 280.3

[Education Program - Attendance Center Requirements](#)

**I.A.C. Iowa Administrative Code**

281 I.A.C. 12

**Description**

[General Accreditation Standards](#)

**U.S.C. - United States Code**

20 U.S.C. §§ 1221

**Description**

[Education - FERPA - General Provisions](#)

20 U.S.C. §§ 1681

[Education - Sex](#)

20 U.S.C. §§ 1701

[Education - EEO](#)

29 U.S.C. § 206

[Labor - Minimum Wage](#)

29 U.S.C. §§ 794

[Labor - Vocation Rehab Rights](#)

42 U.S.C. § 12101

[Public Health - Equal Opportunity - Disabilities](#)

42 U.S.C. § 2000d

[Public Health - Civil Rights - Federally Programs](#)

42 U.S.C. § 2000e

[Public Health - EEO Civil Rights - Definitions](#)

**C.F.R. - Code of Federal Regulations**

34 C.F.R. Pt. 100

**Description**

[Education - Nondiscrimination for Programs](#)

34 C.F.R. Pt. 104

[Education - Nondiscrimination on Basis of Handicap](#)

**Cross References****Code**

101

**Description**

[Educational Philosophy of the School District](#)

104

[Anti-Bullying/Harassment Policy](#)

104-R(1)

[Anti-Bullying/Harassment Policy - Investigation Procedures](#)

104-E(1)

[Anti-Bullying/Harassment Policy - Complaint Form](#)

104-E(2)

[Anti-Bullying/Harassment Policy - Witness Disclosure Form](#)

104-E(3)	<a href="#"><u>Anti-Bullying/Harassment Policy - Disposition of Complaint Form</u></a>
401.01	<a href="#"><u>Equal Employment Opportunity</u></a>
502.03	<a href="#"><u>Student Expression and Student Publications Code</u></a>
502.03-R(1)	<a href="#"><u>Student Expression and Student Publications Code - Regulation</u></a>
506.01	<a href="#"><u>Education Records Access</u></a>
506.01-R(1)	<a href="#"><u>Education Records Access - Regulation</u></a>
506.01-E(1)	<a href="#"><u>Education Records Access - Request of Nonparent for Examination or Copies of Education Records</u></a>
506.01-E(2)	<a href="#"><u>Education Records Access - Authorization for Release of Education Records</u></a>
506.01-E(3)	<a href="#"><u>Education Records Access - Request for Hearing on Correction of Education Records</u></a>
506.01-E(4)	<a href="#"><u>Education Records Access - Request for Examination of Education Records</u></a>
506.01-E(5)	<a href="#"><u>Education Records Access - Notification of Transfer of Education Records</u></a>
506.01-E(6)	<a href="#"><u>Education Records Access - Letter to Parent Regarding Receipt of a Subpoena</u></a>
506.01-E(7)	<a href="#"><u>Education Records Access - Juvenile Justice Agency Information Sharing Agreement</u></a>
506.01-E(8)	<a href="#"><u>Education Records Access - Annual Notice</u></a>
603.01	<a href="#"><u>Basic Instruction Program</u></a>
603.04	<a href="#"><u>Multicultural/Gender Fair Education</u></a>
802.05	<a href="#"><u>Buildings &amp; Sites Adaptation for Persons with Disabilities</u></a>