

NONDISCRIMINATION / EQUAL OPPORTUNITY

The school is committed to a policy of nondiscrimination in relation to race, color, religion, sex, age, national origin, and disability. This policy will prevail in all matters concerning staff members, students, the public, educational programs and services, and individuals with whom the Governing Body does business.

Adopted: date of Handbook adoption

LEGAL REF.: A.R.S. 23-341
41-1463
20 U.S.C. 1400 *et seq.*, Individuals with Disabilities
Education Act
20 U.S.C. 1681, Education Amendments of 1972, Title IX
20 U.S.C. 1703, Equal Employment Opportunity Act of 1972
29 U.S.C. 794, Rehabilitation Act of 1973, (Section 504)
42 U.S.C. 2000, Civil Rights Act of 1964, Titles VI and VII
42 U.S.C. 12101 *et seq.*, Americans with Disabilities Act
Arizona Constitution, Ordinance Art. XX, Par. Seventh

CROSS REF.: ACA - Sexual Harassment
GBA - Equal Employment Opportunity
GCQF - Discipline, Suspension, and Dismissal of
Professional/Support Staff Members
IHBA - Special Instructional Programs and
Accommodations for Disabled Students
JB - Equal Educational Opportunities
JII - Student Concerns, Complaints and Grievances
JK - Student Discipline
JKD - Student Suspension
KED - Public Concerns/Complaints about Facilities or
Services

REGULATION**REGULATION**

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Compliance Officer

The Executive Director shall be the compliance officer. Any person who feels unlawfully discriminated against or to have been the victim of unlawful discrimination by an agent or employee of the School or who knows of such discrimination against another person should file a complaint with the Executive Director. If the Executive Director is the one alleged to have unlawfully discriminated, the complaint shall be filed with the Governing Body.

Complaint Procedure

The School is committed to investigating each complaint and to taking appropriate action on all confirmed violations of policy. The Executive Director shall investigate and document complaints filed as soon as reasonable. In investigating the complaint, the Executive Director will maintain confidentiality to the extent reasonably possible.

If after the initial investigation the Executive Director has reason to believe that a violation of policy has occurred, the Executive Director shall determine whether or not to hold a hearing.

If the person alleged to have violated policy is a teacher or an administrator, the due process provisions of the School's Policy GCQF shall apply, except that the supervising administrator may be assigned to conduct the hearing.

If the person alleged to have violated policy is a student, the Executive Director may impose discipline in accordance with policies JK, JKD and JKE.

If the Executive Director's investigation reveals no reasonable cause to believe policy has been violated, the Executive Director shall so inform the complaining party in writing.

Timelines

The complaint must be filed within thirty (30) calendar days after the complaining party knew or should have known that there were grounds for a complaint/grievance.

Once the written complaint has been filed using the forms provided by the School, the Executive Director shall require the immediate supervisor or site administrator to investigate and respond in writing to the complaining party within five (5) working days.

REGULATION

If the immediate supervisor or site administrator does not respond, the Executive Director will have ten (10) additional working days to respond in writing to the complaining party.

If the Executive Director does not respond within the established time, then the complaining party may request in writing that the issue be brought before the Governing Body. The Governing Body will then review the record of the investigation and have thirty (30) days to respond to the complaining party in writing.