

PANORAMA COMMUNITY SCHOOL DISTRICT

NONDISCRIMINATION POLICY

It is the policy of the Panorama 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 socio-economic status (for programs) in its educational programs, activities or employment policies as required by Title VI and VII of the 1964 Civil Rights Acts. Title IX of the 1972 Educational Amendments and Section 504 of the Federal Rehabilitation Act of 1973.

It is also the policy of this district that the curriculum content and instructional materials utilized reflect the cultural and racial diversity present in the United States and the variety of careers, roles and life styles open to women as well as men in our society. One of the objectives of the total curriculum and teaching strategies is to reduce stereotyping and to eliminate bias on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity, and socio-economic status (for programs). The curriculum should foster respect and appreciation for the cultural diversity found in our country and an awareness of the rights, duties and responsibilities of each individual as a member of a pluralistic society.

Inquiries regarding compliance with Title IX, Title VI or Section 504 may be directed to the Superintendent, 701 W. Main, Panora, IA 50216, telephone #515-755-2317, to the Director of the Civil Rights Commission, Des Moines, Iowa, or to the Director of the Region VII Office of Civil Rights, Department of Education, Kansas City, Missouri.

GRIEVANCE PROCEDURE OF COMPLIANCE VIOLATION

Any student or employee of the Panorama Community School District shall have the right to file a formal complaint alleging non-compliance with regulations outlined in Title IX of the Education Amendments of 1972. Level One - Principal or immediate supervisor (informal and optional - may be by-passed by the grievant).

Any employee with a grievance of sex discrimination may first discuss it with his/her principal or immediate supervisor, with object of resolving the matter informally. A student with a complaint of sex discrimination may discuss it with his/her teacher, counselor, or building administrator. Level Two - Title IX Compliance Officer is the Superintendent.

If the grievance is not resolved at level one and the employee or student wishes to pursue the grievance, the employee or student then may formalize it by filing a complaint in writing on a Compliance Violation Form, which may be obtained from the Title IX Compliance Officer. The complaint shall state the nature of the grievance and the remedy requested. The filing of the formal, written complaint at level two must be within fifteen (15) working days from date of the event giving rise to the grievance or from the date the grievant could reasonably become aware of such occurrence. The grievant may request that a meeting concerning the complaint be held with the Title IX Compliance Officer. A minor student may be accompanied at the meeting by a parent or guardian. The Title IX Compliance Officer shall investigate the complaint and attempt to resolve it. A written report from the Compliance Officer regarding action taken will be sent to the grievant within fifteen (15) working days after receipt of the complaint.

This procedure in no way denies the right of the grievant to file formal complaints with the Iowa Civil Rights Commission, the U.S Department of Education Office for Civil Rights or Office of Special Education Programs, the Equal Employment Opportunity Commission, or the Iowa Department of Education for mediation or recertification of civil rights grievances, or to seek private counsel for complaints alleging discrimination.

Level One Investigator for Student Abuse by School Employee:

High School Guidance Counselor at 515-755-2317; Alternate is the "At Risk" Coordinator at 515-755-2317

Legal Reference: