

EQUAL EMPLOYMENT OPPORTUNITY

Discrimination against any individual for reasons of race, color, religion, sex, age, national origin, and handicap is prohibited. Efforts will be made in recruitment and employment to ensure equal opportunity in employment for all qualified persons.

Adopted: August 25, 1994

LEGAL REF.: AR.S. 23-341
41-1463

20 U.S.C. 794, Rehabilitation Act of 1973, Section 504
20 U.S.C. 1401, 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
42 U.S.C. 2000, Civil Rights Act, as Amended in 1991, Titles VI and VII
42 U.S.C. 12101 *et seq.*, Americans with Disabilities Act
Arizona Constitution, Ordinance Art. XX, Par. Seventh

CROSS REF.: AC—Nondiscrimination
ACA*—Sexual Harassment
IGBA—Programs for Handicapped Students
JB—Equal Educational Opportunities
KED—Public Complaints about Facilities or Services

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Compliance Officer

The Superintendent 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 Schools or who knows of such discrimination against another person should file a complaint with the Superintendent. If the Superintendent is the one alleged to have unlawfully discriminated, the complaint shall be filed with the President of the Board.

Complaint Procedure

The Schools are committed to investigating each complaint and to taking appropriate action on all confirmed violations of policy. The Superintendent shall investigate and document complaints filed pursuant to this procedure as soon as reasonable. In investigating the complaint, the Superintendent will maintain confidentiality to the extent reasonably possible. The Superintendent shall also investigate incidents of policy violation that are raised by the Board, even though no complaint has been made.

If after the initial investigation the Superintendent has reason to believe that a violation of policy has occurred, the Superintendent shall determine whether to hold an administrative hearing and/or to recommend bringing the matter before the Board. If there is reason to believe that the Superintendent has violated policy, the complaint shall be made to the President of the Board.

If the person alleged to have violated this procedure is an employee, the due-process provisions of the A.R.S. 1326 and Policy GCQF shall apply insofar as appropriate, except that the supervising administrator may be assigned to conduct the hearing. In cases of serious misconduct, dismissal or suspension proceedings in accordance with A.R.S. 15-1326 may be initiated. The Superintendent also may impose a suspension without pay, or recommend dismissal, or other appropriate discipline.

If the Superintendent's investigation reveals no reasonable cause to believe that this procedure has been violated, the Superintendent shall so inform the complaining party in writing.

The projected solution

Indicate what you think can and should be done to solve the problem. Be as specific as possible.

I certify that this information is correct to the best of my knowledge.

Signature of Complainant

The compliance officer, as designated in GBA-R, shall give one copy to the complainant and shall retain one copy for the file.