

SECTION 114 SEX DISCRIMINATION

The Portage Community School District shall comply with the requirements of Title IX of the Educational Amendments of 1972 relative to discrimination on the basis of sex in educational programs and activities operated by the District and in its employment practices.

1. RESPONSIBLE EMPLOYEE: The District Administrator or his designee shall coordinate efforts within the District to comply with Title IX and shall be responsible for answering inquiries and investigating complaints pertaining to non-compliance with Title IX requirements. Henceforth, in such capacity, the District Administrator or his designee shall be referred to as the "Title IX Coordinator".
2. GRIEVANCE PROCEDURE: Any individual who contends that the District has, in its educational programs, activities, or employment practices, discriminated against him or her on the basis of sex contrary to the requirements of Title IX, may submit a grievance to the District. If a minor is the subject of the alleged discrimination, the parent or guardian of such minor may submit such grievance on the minor's behalf. The procedure to be followed in submitting such grievance is as follows:

STEP I: The grievant shall first contact the "Title IX Coordinator" regarding his or her desire to initiate the grievance procedure and shall, at this step, verbally inform the Coordinator of the nature of the grievance. The Coordinator shall investigate such grievance and shall then arrange a meeting to verbally discuss such grievance with the grievant. Within such discussion, the Coordinator shall notify the grievant of the investigation made, the findings resulting from such investigation, the position of the Coordinator relative to the matter being grieved, and the opportunity of the grievant to proceed to Step II.

STEP II: If the grievance is not resolved at Step I and the grievant wishes to proceed to Step II of the grievance procedure, the grievant, within a reasonable time after the meeting provided for in Step I, shall submit, to the School Board, through the President of the Board, his or her grievance, in writing, setting forth the name and address of the grievant, the facts being relied upon by the grievant, the violation asserted and the relief sought. Such written grievance shall be signed by the grievant. The School Board, within TWENTY (20) days after receipt of such written grievance complying with the above requirements, shall hold an informal hearing on such grievance at an open meeting. Notice of such hearing shall be given to the grievant and Coordinator no less than FIVE (5) days before the date of the hearing. At such hearing the grievant and Coordinator may present their positions and any proof or documentation in support thereof which either may have. If the Board deems it necessary to have further information, the hearing may be adjourned to a date certain. Within TEN (10) days after completion of such hearing, the School Board shall forward to the grievant a written statement of its position and intended course of action relative to the matter grieved.

The Portage Community School District does not discriminate against pupils on the basis of sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional, or learning disability or handicap in its education programs or activities. Federal law prohibits discrimination in employment on the basis of age, race, color, national origin, sex, religion, or handicap.

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