

Culver School District 4J

Code: **AC-AR**
Adopted: 04/18/06
Revised: 12/15/15; 11/08/17
Revised: 09/12/19; 01/17/20
Revised: 03/17/22

Discrimination Complaint Procedure

Complaints regarding discrimination or harassment on any basis protected by law, shall be processed in accordance with the following procedures:

Step 1 ¹Complaints may be oral or in writing and must be filed with the building principal/supervisor. Any staff member that receives a written or oral complaint shall report the complaint to the building principal/supervisor.

The building principal/supervisor shall investigate and determine the action to be taken, if any, and reply in writing, to the complainant within 10 school days of the receipt of the complaint.

Step 2 If the complainant wishes to appeal the decision of the building principal/supervisor, the complainant may submit a written appeal to the Superintendent or designee within five school days after receipt of the building principal's/supervisor's response to the complaint.

The Superintendent or designee shall review the building principal's/supervisor's decision and may meet with all parties involved. The Superintendent or designee will review the merits of the complaint and the building principal's/supervisor's decision. The Superintendent or designee will respond in writing to the complainant within 10 school days.

Step 3 If the complainant is not satisfied with the decision of the Superintendent or designee, a written appeal may be filed with the Board within five school days of receipt of the Superintendent or designee's response to Step 2. The Board may decide to hear or deny the request for appeal at a Board meeting. If the Board decides to hear the appeal, the Board may meet with the concerned parties and their representative at the next regular or special board meeting. The Board's decision will be final and address each allegation in the complaint and contain reasons for the Board's decision. A copy of the board's final decision shall be sent to the complainant in writing or electronic form within 10 days of this meeting.

¹ For district information. The district's timeline established by each step of the district's complaint procedure must be within 30 days of the submission of the complaint at any step, unless the district and complainant have agreed in writing to a longer time period for that step. The district's complaint procedure should not exceed a total of 90 days from the initial filing of the complaint, regardless of the number of steps involved, unless the district and the complainant have agreed in writing to a longer time period. (OAR 581-002-0005)

If the building principal is the subject of the complaint, the individual may start at Step 2 and should file a complaint with the Superintendent or designee.

If the Superintendent is the subject of the complaint, the complaint may start at step 3 and should be referred to the Board chair. The Board may refer the investigation to a third party.

Complaints against the Board as a whole or against an individual Board member, may start at Step 3 and should be submitted to the Board chair and may be referred to district counsel. Complaints against the Board chair may start at Step 3 and be referred directly to the Board vice-chair.

The timelines established in each step of this procedure may be extended upon mutual consent of the district and the complainant in writing, but will not be longer than 30 days from the date of the submission of the complaint at any step. The overall timeline of this complaint procedure may be extended beyond 90 days from the initial filing of the complaint upon written mutual consent of the district and the complainant.

The complainant, if a person who resides in the district, or a parent or guardian of a student who attends school in the district or a student, is not satisfied after exhausting local complaint procedures, or the district fails to render a written decision within 30 days of submission of the complaint at any step or fails to resolve the complaint within 90 days of the initial filing of the complaint, may appeal² the district's final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules (OAR) 581-002-0001 to 581 002-0023.

(Internal Note: Should the district choose to have a charter school; this policy will need to be updated.)

² An appeal must meet the criteria found in OAR 581-002-0005(1)(a).

Discrimination Complaint Form

Name of Person Filing Complaint: _____ Date: _____

School or Activity: _____

Student/parent Employee Job Applicant Other _____

Type of discrimination:

- Race
- Color
- Religion
- Sex
- National or ethnic origin
- Gender Identity
- Mental or physical disability
- Marital status
- Familial status
- Economic status
- Veterans' status
- Age
- Sexual orientation
- Pregnancy
- Discriminatory use of a Native American mascot
- Other _____

Specific Complaint: (Please provide detailed information including names, dates, places, activities and results of the discussion.)

Who should we talk to and what evidence should we consider? _____

Suggested solution/outcome: _____

This complaint form should be mailed or submitted to the building principal/supervisor.

Direct complaints related to educational programs and services may be made to the U.S. Department of Education, Office for Civil Rights. Direct complaints related to employment may be filed with the Oregon Bureau of Labor and Industries, Civil Rights Division, or the U.S. Department of Labor, Equal Employment Opportunities Commission.